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ABSTRACT

Information on job market trends for 1983-1984 college graduates are presented in narrative summaries and statistical tables. Attention is directed to trends in hiring, expected starting salaries, campus recruiting activities, and other related topics, based on a survey of a cross-section of 617 employers from business, industry, government, and education. Findings include the following: hiring quotas are up about 5 percent for 1983-1984, and starting salaries are up about 2.8 percent; graduates with bachelor's degrees will receive an average starting salary of $19,306, while master's degree graduates will receive an average of $22,094, and Ph.D. graduates will receive $23,650; technical graduates will be among the most highly recruited by employers, particularly electrical engineers and computer science graduates; however, slight declines in demand will occur for some technical fields; business majors are expected to be in moderate demand by employers; and job opportunities for new college graduates are expected to be best in the Southwest and the Southeast, followed by the Southcentral states. Additional areas that are examined include: employer interview schedules, selection criteria for new college graduates, training for new college hires, and turnover by new college graduates. (SW)

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RECRUITING TRENDS 1983-84

A Study of 617 Businesses, Industries Governmental Agencies, and Educational Institutions Employing New College Graduates

by

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MSU Placement Services greatly appreciates the time and effort employers have expended in responding to our Recruiting Trends survey for 1983-84. We recognize that the collection and recording of the requested data imposes an additional burden on already heavy schedules, and we extend a special thanks to those employers who have completed and returned our questionnaires so promptly. Because of their efforts, we can continue to provide information on new college hires and employing organizations of value to students, faculty, and employers.

We also wish to thank Dr. Linda Kohl, Assistant Professor of Telecommunications at Michigan State University, for her advice on research design and statistical analysis. In addition, Bill Sperber, Systems Analyst with Institutional Studies at Michigan State University, provided valuable assistance with the Statistical Analysis System used in our final report. His knowledge of programming techniques made our job much easier.

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John D. Shingleton

Dr. L. Patrick Scheetz

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Summary of
RECRUITING TRENDS 1983-84
A Study of 617 Businesses, Industries,
Governmental Agencies, and
Educational Institutions Employing
New College Graduates

This is a summary of the 13th annual Recruiting Trends survey for 1983-84. Placement Services at Michigan State University has again surveyed a cross section of employers from business, industry, government, and education; and this year 617 organizations responded. The results of this survey include information regarding anticipated changes in the hiring trends of new college graduates, expected starting salaries, campus recruiting activities, and many other topics of relevance to personnel directors, placement office staff, career counselors, faculty, and students.

COLLEGE GRADUATES OF 1983-84

According to employers responding to this year's Recruiting Trends survey, the job market for 1983-84 college graduates will be slightly improved. As the economic recession of the past few years seems to have bottomed out, employers indicate that their organizations are beginning to recover, though slowly. In response to the question, "How much will your quotas change for the coming year?" employers responded "Approximately 5.0% over the class of 1983." Demand for minorities will increase approximately 5.3%. The increase for MBA/Master's degree graduates will be up only 0.2%, and Doctoral degree graduates will experience another decline of approximately 1.1%. (Page 12)

As in the past, technical graduates will be among the most highly recruited by employers this year. Electrical engineers and computer science graduates in particular will be in demand. However, it appears that some technical graduates will experience a decrease in demand for new graduates in their fields. According to employer response, civil engineers, petroleum engineers, metallurgy and materials science majors, and packaging majors anticipate slight declines in demand. (Pages 13-14)

Business majors, though, can continue to be encouraged as they can again expect to be in moderate demand by employers. Morever, employers anticipate a slight increase in the hiring of marketing/sales majors and accounting graduates. (Pages 13-14)

Those students graduating without a technical or business background will experience a decreasing demand for their majors. Employers anticipate a slight decline in recruitment for education majors, liberal arts graduates, and social science majors. This continued pattern explains why many students in these fields are supplementing their academic programs with both technical and business courses. (Pages 13-14)

STARTING SALARY OFFERS

The employers surveyed predict that starting salaries for Bachelor's degree candidates will increase by approximately 2.8% this year. For women, too, an increase of 2.8% is expected; and, for minorities, the expected increase in starting salaries is only slightly higher at 2.9%. However, Master's degree recipients can expect a slightly lower starting salary increase of 2.4%; and Doctoral degree graduates should expect to see an increase of only 1.8%. But, despite these expected increases, new graduates will have no more real buying power than last year's graduates since the consumer price index also rose by 2.9% during this time period. (Page 20)

As seems only logical, graduates in those fields most in demand by employers can expect to see the greatest increase in starting salaries. This year, computer science majors can anticipate an increase of 3.0%, electrical engineers an increase of 2.6%, accountants an increase of 2.3%, and marketing/sales graduates an increase of 2.1%. Graduates in all other majors can expect starting salary increases in their fields to range between 1.0% and 2.0%. (Pages 21-22)

With their anticipated starting salary increase, this year's graduates in electrical engineering can expect to receive the highest average annual starting salary - $26,643. However, other engineering graduates will not be far behind with chemical engineers at $26,164; mechanical engineers at $25,888; and computer science majors at $25,849. Employers estimate that metallurgy/materials scientists will be next on the list at $24,445; followed by physicists at $22,852; civil engineers at $21,266; mathematicians at $19,539; accountants at $18,684; and financial administration majors at $18,122. (Pages 23)

Graduates in other majors should expect to receive lower starting salaries than their more technically trained counterparts. Agriculture and natural resources majors can anticipate starting at $17,586; marketing/sales majors at $17,550; social science majors at $16,763; general business administration majors at $16,650, personnel administration majors at $15,908; communication majors at $15,636; hotel restaurant and institutional management majors at $15,447; education majors at $14,779; arts and letters majors at $14,179; and human ecology majors at $13,917. (Pages 23)

However, degree level as well as academic field will influence a new graduate's expected starting salary. This year Bachelor's degree graduates in all disciplines are expected to have an average starting salary of $19,306 (up 2.8% from last year); Master's degree candidates an average of $22,094 (up 2.4% from last year); and Doctoral degree recipients an average of $23,650 (up 1.8% from last year). (Page 23)

BEST GEOGRAPHICAL REGIONS FOR EMPLOYMENT

Job opportunities for new college graduates are expected to be best in the Southwest (California, Arizona, New Mexico, Nevada, etc.) and the Southeast (Florida, Georgia, the Carolinas, and Louisiana), followed by opportunities in the Southcentral states (Texas, Oklahoma, Idaho, Kansas, etc.). Job availability will be more difficult in the Northeast, Midwest, and Northwest areas. (Pages 55)

EMPLOYERS RESPONDING

This year's Recruiting Trends survey was completed by a total of 617 employers from business, industry, government, and education. Of the respondents, 85.7% were businesses and industries, 9.3% were educational institutions, and 5.0% were government agencies and military services. The largest numbers of responses were received from organizations having 100 to 499 salaried employees (24.9%) and from those having 1,000 to 4,999 salaried employees (26.9%). In addition, 73 employers responded (21.1%) from organizations having 1-99 salaried employees while 97 responses came from organizations having 500-999 employees (16.1%). Only 75 of the employer respondents represent organizations having 10,000 or more employees (12.5%). (Pages 1-3).

CHANGES IN SALARIED WORKFORCE

According to the surveyed employers, their overall number of salaried employees has decreased by 1.4% during the past year. However, this figure reflects a divergent range as some organizations actually had an increase in the number of their salaried employees while others experienced a decline far below the average of 1.4%. Organizations with increases included printing, publishing and information services (6% but with only one response); aerospace and components (5.3%); banking, finance and insurance (3.9%); electronics and instruments (3.4%); hotels, motels, resorts, camps, and recreational facilities (3.1%); military services (3.0%); communication, radio, TV and newspaper (2.5%); merchandising and retail services (2.5%); and service and volunteer organizations (2.01%). (Pages 4-6)

On the other hand, those organizations with reduced numbers of salaried employees included petroleum and allied products (-14.0%); metals and metal products (-10.0%); glass, paper packaging, and allied products (-7.6%); conglomerates (-5.3%); research and consulting services (-3.9%); chemicals, drugs and allied products (-3.9%); construction and building materials manufacturers (-2.4%); governmental administration (-2.2%); and utilities (-2.0%). (Pages 4-6)

However, this year (1983-84) employers expect an increase of 2.3% in the number of salaried employees on their payrolls. The greatest increases are expected by: electrical machinery & equipment (computers) (9.5%); electronics & instruments (5.9%); hotels, motels, resorts, camps and recreational facilities (5.8%); banking, finance & insurance (5.8%); printing, publishing & informational services (5.0%); accounting (4.8%); Restaurants (4.5%); agribusiness (4.3%); hospitals & health services (4.2%); merchandising & retailing services (4.2%); aerospace & components (3.4%); research and/or consulting services (3.3%). (Pages 7-9)

Little or no change in the anticipated number of salaried employees are expected by: conglomerates (1.7%); automotive & mechanical equipment (0.8%); metals & metal products (0.8%); packaging (0.7%); military (0.7%); service or volunteer organizations (0.5%); petroleum & allied products (0.2%); governmental administration (0.1%); communication, radio, TV & newspapers (0.0%); chemicals, drugs & allied products (-0.2%); educational institutions (-0.3%); and utilities (-0.8%). (Pages 7-9)

Further decreases in the number of salaried employees during 1983-84 are anticipated in: tire & rubber products (-2.0%) and construction & building materials manufacturing (-2.5%).

EMPLOYER INTERVIEW SCHEDULES

Employers report that interview schedules will be reduced slightly this year (-0.9). Evidently employers are increasing their recruitment efficiency by visiting fewer schools while seeking slightly more new college graduates. (Pages 17)

Increase in interview schedules are anticipated by the following employer categories: conglomerates (19.6%); research and/or consulting services (10.4%); packaging (7.4%); hotels, motels, resorts, camps and recreational facilities (7.3%); electronics & instruments (6.5%); agribusiness (5.6%); electrical machinery & equipment (computers) (3.1%); aerospace & components (2.7%); and metals & metal products (2.6%). (Pages 18-19)

Minimum or no changes in campus interview schedules are expected by the following employer categories: banking, finance & insurance (0.4%); service or volunteer organizations (0.0%); hospitals & health services (0.0%); and educational institutions (-0.2%). (Pages 18-19)

Decreases in employer interview schedules are expected by: tire & rubber (-1.0%); governmental administration (-2.9%); merchandising & retailing services (-3.0%); communication, radio, TV & newspapers (-3.0%); utilities (-3.8%); accounting (-4.4%); restaurants (-5.0%); construction & building materials manufacturing (-5.4%); automotive & mechanical equipment (-6.4%); chemicals, drugs & allied products (-9.1%); petroleum & allied products (-17.0%); military (-21.0%); printing, publishing & informational services (-50.0%). (Pages 18-19)

MEASURING EFFICIENCY OF COLLEGE RECRUITMENT EFFORTS

PERCENTAGE HIRED OF THOSE INTERVIEWED -- Employers responding to the 1983-84 survey indicate that, on the average, they hired 12.8% of the new college graduates they interviewed last year. However, 61 employers indicate that they have not hired any of the graduates they interviewed last year, while seven employers report hiring 90% or more. (Page 26)

INTERVIEW SCHEDULES CANCELLED -- Because of declining needs for new hires, 39.5% of the responding employers reported cancelling some interview schedules on college campuses last year but, 60.5% of the employers reported no cancellations whatsoever. Of those surveyed 112 cancelled 10% or more of their schedules, 88 cancelled 20% or more, 25 cancelled 50% or more, and 19 cancelled 70% or more of their interview schedules. (Page 27)

Understandably, very few interview schedules had to be cancelled for lack of response from new college graduates last year. Of those employers responding, only 13.9% reported any cancellation for this reason. Even then, low percentages of schedule cancellations (1.7%) were reported. (Page 28)

ACCEPTANCE OF JOB OFFERS LAST YEAR -- Employers report that college graduates in technical fields accepted 60.1% of the job offers extended to them. Of those surveyed, 23 organizations had 99% of their offers accepted, and 25 had none of theirs accepted. (Page 10)

However, offers to non-technical graduates were accepted at a slightly higher rate. Of those offers extended during 1982-83, employers report that 65.3% were accepted by non-technical graduates. (Page 11)

PREEMPLOYMENT COST PER HIRE -- When measuring recruitment efficiency, cost per new hire is an important consideration. The surveyed employers indicate that pre-employment cost per new hire is, on the average, $1,733. In addition, over 26.5% of the organizations report that their costs exceed $2,000 for each new hire. (Page 37)

SELECTION CRITERIA FOR NEW COLLEGE GRADUATES

PREPARATION OF TODAY'S COLLEGE GRADUATES -- The strongest asset that new college hires bring to their new jobs according to survey respondents is that they are highly motivated and ambitious. Their most notable weakness is in their ability to write and speak effectively. In all other areas identified, employers rate their new college hires as quite good. These areas include, among others, the expectation of quality performance on the job, dependability, the ability to follow instructions, an appropriate attitude toward the employing organization, the ability to follow through on tasks, a concern for productivity, good reading and comprehension skills, and good work habits. (Page 31)

ACCEPTABLE GRADE POINT AVERAGES -- Employers almost always find grade point averages ranging from 3.0 to 4.0 on a 4.0 scale to be acceptable. They sometime find grade point averages in the 2.5 to 2.99 range to be acceptable. Grades in the 2.0 to 2.49 range are seldom acceptable to employers. (Page 33)

RESUMES MAKE A DIFFERENCE -- To assist graduating students with the preparation of their resumes, employer opinions in this area were requested. According to the surveyed employers, the following items in resumes are highly important and should be included: educational experiences, degrees received, academic majors and minors, grade point averages, dates of attendance, institutions attended, work experiences, work organizations, honors and awards, chronological format, a stated career objective and professional association and memberships. (Pages 44-45)

The following list indicates those items in a resume that employers report being of medium importance and should, therefore, be included if possible: combination of the functional and chronological format; college organizations; former work supervisors; community groups; list of references with names, addresses, and telephone numbers; copy of transcripts or summary of courses and grades attached; resume targeted for position; leadership positions in high school; publications; speeches and major addresses; foreign language competencies; one or two pages maximum; personal data included; travel experiences; and high school organizations. (Pages 44-46)

Employers rate the inclusion of the following items in a resume to be of little importance and, therefore, they should probably be used at the discretion of the individual applicant: letters of recommendation, typeset copy, professional printing, references from ministers or politicians, resumes printed on colored paper, more than two pages if needed, and pictures on resumes. (Pages 44-46)

REJECTIONS FROM CAMPUS INTERVIEWS -- Those factors that will almost always lead to a rejection from an employing organization during the campus interview are the following: inability to communicate, little interest in the job, indication of poor work habits, immaturity, unsatisfactory personality or mannerisms, unsatisfactory appearance, and lack of enthusiasm. (Page 38)

However, employers indicate that questions about compensation or having other job offers will seldom lead to a rejection decision. But at times, the following can cause rejection: lack of job related skills, unwillingness to relocate, asking few or no questions, no attempt to sell good qualities, past history of job hopping, questionable career plans, unsatisfactory resume, poorly completed application, unwillingness to travel, little or no knowledge of organization, and lack of work experiences. (Page 38)

INFORMATION COLLECTED IN INITIAL INTERVIEWS -- During initial screening interviews on college campuses, employers seek information about the following: grades, speaking ability, enthusiasm about the job, reasons for career choice, geographical requirements, past employment history, reasons for interest in the organization, composure during the interview, most/least successful coursework, knowledge of field, his/her self-portrait/analysis, challenges expected on the job, long-term career goals, candidate's expected contribution to the organization, and advancement expectations. (Page 39-40)

In addition, employers sometimes find it important to learn about the following: writing ability, physical appearance, extra-curricular activities, personal value system, reasons for college/university choice, people with whom applicant works best, qualities expected/desired in a boss, references, health, salary requirements, work samples, and other organizational considerations. (Page 39-40)

APPROPRIATE TOPICS FOR INTERVIEWS -- Topics that are almost always appropriate for graduating students to discuss during campus interviews are: descriptions of expected job tasks, special skills or abilities, special demands of position, accomplishments of the organization, advancement potential, geographical requirements, organizational structure, extra-curricular activities, personal values, and his/her weaknesses. (Page 41)

However, topics that employers suggest should be handled with discretion during the initial interview are: bad grades/questionable past employment, fringe benefits, salary expectations, physical facilities of the organization, information about the previous job holder, personality/abilities of bosses, and personality/abilities of employees. (Page 41)

Moreover, at the initial interview, graduating students should seldom, if ever, ask about personnel problems in the organization, other applicants for the position, or offer suggestions for improvement of the organization, unless brought up by interviews. (Page 41)

RESPONSES TO ECONOMIC CUTBACKS -- When economic conditions cause a cutback in quotas for new college hires after recruiting dates have already been arranged, most employers cancel their recruiting trips. But, 18% report that their organizations seldom cancel their trips even under these conditions; and 13% report that they never cancel a recruitment schedule. Moreover, employers sometimes retain trips merely as a courtesy to students; while, occasionally, they simply request credentials of interested students. (Page 43)

INTERVIEWING WITHOUT OPENINGS -- Of the employers responding, 7 (1.5%) report that their organizations always visit college campuses and interview without knowing that opening will exist. This is almost always the case for 20 (4.4%) employers and occasionally true for 79 (17.4%) others. The remaining employers seldom (26.4%) or never (49.8%) do this. (Page 34)

TRAINING PROGRAM FOR NEW COLLEGE HIRES

Most employers (74.7%) provide training programs for their new hires. Employers indicate that on-the-job training and orientation meetings are always provided. Formal training within the organization is almost always offered, and only sometines is training offered in a written format. Moreover, campus classes are seldom used as a method of training in organizations. On the average, employers provide new college hires with 8.1 hours of training per week. (Pages 47-48)

But, the amount of training offered by employers varies greatly from one organization to the next. Military organizations provide the most, spending an average of 21.6 hours per week on training new graduates. Governmental agencies come next with an average committment of 13.6 hours per week, followed closely by electrical machinery and equipment companies at 12.9 hours per week, and printing and publishing firms at 11.0 hours. (Page 49)

The least amount of training is given new hires by service and volunteer organizations as well as hospitals and health services which provide 1.0 hours per week. In addition, research and consulting organizations indicate that they provide only 2.3 hours of training per week, automotive and mechanical equipment firms report spending 3.2 hours per week, while both communication employers and educational institutions report spending 4.0 hours per week on training new employees. (Page 49)

GRANTS & CONTRIBUTIONS TO COLLEGES OR UNIVERSITIES

Placement offices are constantly looking for new sources of revenues to support their programs. This has become especially crucial as the employment market has tightened; and therefore, student needs have risen. Gifts, grants, and contributions from employers have often been cited as a good source of funds. Therefore, information about the beneficiaries of these funds is helpful.

Of the 617 employers responding to the survey, 65.5% have indicated that their organizations make grants and contributions to collegs and universities. And, according to their reports, grants and contributions to colleges and universities are most often given to academic departments (28.7%), individual students (6.6%), and graduate schools (4.3%). Placement and career planning departments receive only 2.3% of the total funds allotted for grants and contributions. (Page 54)

PROBLEMS FACED BY RECRUITERS

Surveyed employers report that the most persistent problems facing recruiters today are finding recruits that meet their standards. Other factors include: finding students with knowledge of their organizations' career opportunities, vacancies at the time of contact, finding motivated college graduates, competition with larger organizations, the organization's identity, convincing recruits to relocate, finding college graduates within pay constraints, and the availability of opportunities for academic work near the organization. (Page 42)

UNDER-EMPLOYMENT AMONG COLLEGE GRADUATES

As reported by the employers surveyed this year, only 8.8% of their current professional employees were under-employed college graduates. In other words, most employees are viewed by their employers as presently working at their ability and skill levels. Estimations of under-employment ranged from 19.0% to 3.3% among the different employing organizations surveyed, with under-employment being reported as highest in hospitals and health services (19.0%), packaging and allied industries (18.0%), and automotive and mechanical equipment firms (16.8%). Lower under-employment rates were reported in aerospace and component organizations (3.3%) and accounting firms (4.2%). (Pages 50-51)

TURNOVER AMONG NEW COLLEGE GRADUATES

According to the surveyed employers, new technical college graduates leave their organizations at the rate of 5.2% during the first year, 5.8% during the second year, and 7.3% during the third year. Non-technical graduates leave at the rates of 5.3%, 6.3%, and 7.4%, respectively. (Page 52)

Employers report that new college hires most often leave, or are asked to leave, their organizations for the following reasons: another job offer, employee not meeting organization's standards, and job transfers of spouses/partners. Though occurring much less frequently, employers also report that new college hires leave because of: an inability to adapt, marriage, termination/firing, inadequate motivation, a desired transfer is unlikely, pregnancy, underqualification, and the employee having been misinformed about the job. (Page 53)

BEST SOURCES OF NEW COLLEGES GRADUATES

Employers report that their organizations almost always use on-campus recruiting and referrals from current employees for recruiting new college graduates. They seldom, however, use job listings available at employment agencies. Other sources such as write-ins, career programs, referrals from faculty and staff, walk-ins, unsolicited referrals from placement offices, and summer and part-time work experience programs are methods of recruitment that employers sometimes find helpful. (Page 32)

For the recruitment of technical college graduates, employers report that the following sources are most successful: On-campus interviewing (49.3%), current employee referrals (7.2%), write-ins (9.8%), job listings with placement offices (6.5%), walk-ins (5.5%), and want ads (5.6%). Other sources provide fewer than 5% of their new hires. (Page 35)

Employers most often recruit non-technical graduates successfully through on-campus interviewing (38.2%), write-ins (12.7%), walkins (9.6%), want ads (8.8%), current employee referrals (8.7%), and job listings with placement offices (7.3%). Other sources provide employers with very few new college hires. (Page 36)

PRE-SCREENING AT COLLEGES AND UNIVERSITIES

Pre-screening of placement credentials for graduating students is another route for finding new college hires. When pre-screening is permitted on college and university campuses, most employers (65.2%) take advantage of these services. Of the employers who responded, 300 (65.2%) indicate that they used this service, and 160 (34.8%) report not using it. (Page 29)

WITHDRAWING JOB OFFERS

Among employers recruiting on college campuses, 46.4% report that they will not withdraw an offer of employment after a new college graduate has accepted a job offer. Another 45.9% of the employers do not have a policy for this situation, and a mere 7.7% of the surveyed employers reported that their organizations may withdraw an offer after it has been accepted. (Page 56)

Moreover, few employers report that their organizations have withdrawn offers of employment made to new college graduates during the last five years. Only 42 (9.4%) indicate that they have done so. In attempting to compensate new graduates for having to withdraw an offer, employers almost always provide reimbursement for costs incurred by candidates, and occasionally organizations make financial adjustments of some sort. However, employers who withdraw offers seldom guarantee to find an applicant other employment. (Page 30)

WHICH CATEGORY BEST DESCRIBES YOUR ORGANIZATION AND HOW MANY SALARIED EMPLOYEES, EXCLUDING CLERICAL STAFF, ARE ON THE PAYROLL OF YOUR ORGANIZATION? ABSOLUTE FREQUENCIES ARE LISTED FOR EACH ANSWER ON THE FIRST LINE. PERCENTAGES OF TOTAL ON THE SECOND LINE, ROW PERCENTAGES ON THE THIRD LINE, AND COLUMN PERCENTAGES ON THE FOURTH LINE OF EACH BLOCK.

EMPLOYER CATEGORIES / NUMBER OF SALARIED EMPLOYEES	NO RESPONSE	1-99	100-499	500-999	1000-4999	5000-9999	10,000+	TOTAL
NO RESPONSE	3	0	3	1	7	0	1	
	.	.	.	.	.	.	.	
	.	.	.	.	.	.	.	
	.	.	.	.	.	.	.	
ACCOUNTING	0	11	9	0	3	3	2	28
	.	1.83	1.50	0.00	0.50	0.50	0.33	4.65
	.	39.29	32.14	0.00	10.71	10.71	7.14	
	.	15.07	6.00	0.00	1.85	6.67	2.67	
AEROSPACE	0	0	3	4	7	1	4	19
	.	0.00	0.50	0.66	1.16	0.17	0.66	3.16
	.	0.00	15.79	21.05	36.84	5.26	21.05	
	.	0.00	2.00	4.12	4.32	2.22	5.33	
AGRIBUSINESS	1	5	10	0	2	1	0	18
	.	0.83	1.66	0.00	0.33	0.17	0.00	2.99
	.	27.78	55.56	0.00	11.11	5.56	0.00	
	.	6.85	6.67	0.00	1.23	2.22	0.00	
AUTOMOTIVE	2	4	6	3	7	1	3	24
	.	0.66	1.00	0.50	1.16	0.17	0.50	3.99
	.	16.67	25.00	12.50	29.17	4.17	12.50	
	.	5.48	4.00	3.09	4.32	2.22	4.00	
BANKING FIN	3	8	12	8	21	4	2	55
	.	1.33	1.99	1.33	3.49	0.66	0.33	9.14
	.	14.55	21.82	14.55	38.18	7.27	3.64	
	.	10.96	8.00	8.25	12.96	8.89	2.67	
CHEMICALS	0	3	8	4	11	4	6	36
	.	0.50	1.33	0.66	1.83	0.66	1.00	5.98
	.	8.33	22.22	11.11	30.56	11.11	16.67	
	.	4.11	5.33	4.12	6.79	8.89	8.00	
COMMUNICATION	0	1	1	1	1	0	0	4
	.	0.17	0.17	0.17	0.17	0.00	0.00	0.66
	.	25.00	25.00	25.00	25.00	0.00	0.00	
	.	1.37	0.67	1.03	0.62	0.00	0.00	
CONSTRUCTION	0	5	3	5	5	3	3	24
	.	0.83	0.50	0.83	0.83	0.50	0.50	3.99
	.	20.83	12.50	20.83	20.83	12.50	12.50	
	.	6.85	2.00	5.15	3.09	6.67	4.00	
TOTAL	.	73	150	97	162	45	75	602
	.	12.13	24.92	16.11	26.91	7.48	12.46	100.00

(CONTINUED)

EMPLOYER CATEGORIES	NUMBER OF SALARIED EMPLOYEES						
FREQUENCY PERCENT ROW PCT COL PCT	NO RESPONSE	1-99	100-499	500-999	1000-4999	5000-9999	10.000+	TOTAL
EDUCATION	0	3	26	12	8	2	5	56
	.	0.50	4.32	1.99	1.33	0.33	0.83	9.30
	.	5.36	46.43	21.43	14.29	3.57	8.93	
	.	4.11	17.33	12.37	4.94	4.44	6.67	
ELECTR MACH	1	1	2	1	6	1	3	14
	.	0.17	0.33	0.17	1.00	0.17	0.50	2.33
	.	7.14	14.29	7.14	42.86	7.14	21.43	
	.	1.37	1.33	1.03	3.70	2.22	4.00	
ELECTRONICS	0	1	7	5	13	2	4	32
	.	0.17	1.16	0.83	2.16	0.33	0.66	5.32
	.	3.13	21.88	15.63	40.63	6.25	12.50	
	.	1.37	4.67	5.15	8.02	4.44	5.33	
RESTAURANTS	1	6	12	7	6	1	5	37
	.	1.00	1.99	1.16	1.00	0.17	0.83	6.15
	.	16.22	32.43	18.92	16.22	2.70	13.51	
	.	8.22	8.00	7.22	3.70	2.22	6.67	
PACKAGING	1	3	3	2	1	0	2	11
	.	0.50	0.50	0.33	0.17	0.00	0.33	1.83
	.	27.27	27.27	18.18	9.09	0.00	18.18	
	.	4.11	2.00	2.06	0.62	0.00	2.67	
GOVERNMENT	1	2	1	3	7	2	8	23
	.	0.33	0.17	0.50	1.16	0.33	1.33	3.82
	.	8.70	4.35	13.04	30.43	8.70	34.78	
	.	2.74	0.67	3.09	4.32	4.44	10.67	
HOSPITALS	1	2	2	0	1	1	0	6
	.	0.33	0.33	0.00	0.17	0.17	0.00	1.00
	.	33.33	33.33	0.00	16.67	16.67	0.00	
	.	2.74	1.33	0.00	0.62	2.22	0.00	
HOTELS MOTELS	0	2	3	4	1	0	1	11
	.	0.33	0.50	0.66	0.17	0.00	0.17	1.83
	.	18.18	27.27	36.36	9.09	0.00	9.09	
	.	2.74	2.00	4.12	0.62	0.00	1.33	
MERCHANDISING	0	0	10	4	8	1	5	28
	.	0.00	1.66	0.66	1.33	0.17	0.83	4.65
	.	0.00	35.71	14.29	28.57	3.57	17.86	
	.	0.00	6.67	4.12	4.94	2.22	6.67	
TOTAL		73	150	97	162	45	75	602
		12.13	24.92	16.11	26.91	7.48	12.46	100.00

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EMPLOYER CATEGORIES	NUMBER OF SALARIED EMPLOYEES						
FREQUENCY PERCENT ROW PCT COL PCT	NO RESPONSE	1-99	100-499	500-999	1000-4999	5000-9999	10,000+	TOTAL
METALS PRODS	0	6	2	7	7	2	2	26
	.	1.00	0.33	1.16	1.16	0.33	0.33	4.32
	.	23.08	7.69	26.92	26.92	7.69	7.69	
	.	8.22	1.33	7.22	4.32	4.44	2.67	
MILITARY	0	0	1	0	2	0	4	7
	.	0.00	0.17	0.00	0.33	0.00	0.66	1.16
	.	0.00	14.29	0.00	28.57	0.00	57.14	
	.	0.00	0.67	0.00	1.23	0.00	5.33	
PETROLEUM	0	0	2	6	3	4	7	22
	.	0.00	0.33	1.00	0.50	0.66	1.16	3.65
	.	0.00	9.09	27.27	13.64	18.18	31.82	
	.	0.00	1.33	6.19	1.85	8.89	9.33	
PRINTING PUBL	0	0	2	0	0	0	0	2
	.	0.00	0.33	0.00	0.00	0.00	0.00	0.33
	.	0.00	100.00	0.00	0.00	0.00	0.00	
	.	0.00	1.33	0.00	0.00	0.00	0.00	
UTILITIES	1	2	9	12	22	11	6	62
	.	0.33	1.50	1.99	3.65	1.83	1.00	10.30
	.	3.23	14.52	19.35	35.48	17.74	9.68	
	.	2.74	6.00	12.37	13.58	24.44	8.00	
RESEARCH	3	5	15	6	11	0	0	37
	.	0.83	2.49	1.00	1.83	0.00	0.00	6.15
	.	13.51	40.54	16.22	29.73	0.00	0.00	
	.	6.85	10.00	6.19	6.79	0.00	0.00	
SERV VOL ORGS	0	3	0	0	1	0	0	4
	.	0.50	0.00	0.00	0.17	0.00	0.00	0.66
	.	75.00	0.00	0.00	25.00	0.00	0.00	
	.	4.11	0.00	0.00	0.62	0.00	0.00	
TIRE RUBBER	0	0	0	2	0	0	1	3
	.	0.00	0.00	0.33	0.00	0.00	0.17	0.50
	.	0.00	0.00	66.67	0.00	0.00	33.33	
	.	0.00	0.00	2.06	0.00	0.00	1.33	
CONGLOMERATES	0	0	1	1	8	1	2	13
	.	0.00	0.17	0.17	1.33	0.17	0.33	2.16
	.	0.00	7.69	7.69	61.54	7.69	15.38	
	.	0.00	0.67	1.03	4.94	2.22	2.67	
TOTAL	.	73	150	97	162	45	75	602
	.	12.13	24.92	16.11	26.91	7.48	12.46	100.00

OBSERVATIONS: SIX HUNDRED SEVENTEEN EMPLOYERS FROM BUSINESS, INDUSTRY, GOVERNMENTAL, AND EDUCATIONAL INSTITUTIONS HAVE RESPONDED TO THE RECRUITINGTRENDS SURVEY THIS YEAR. OF THE RESPONDENTS, 85.7% ARE BUSINESSES AND INDUSTRIES, 9.3% ARE EDUCATIONAL INSTITUTIONS, AND 5.0% ARE GOVERNMENTAL AGENCIES AND MILITARY SERVICES. THE MOST RESPONSES ARE FROM ORGANIZATIONS WITH 100 TO 499 EMPLOYEES /24.9%/ AND 1000 TO 4,999 SALARIED EMPLOYEES /26.9%/. IN ADDITION, 73 EMPLOYERS REPRESENT ORGANIZATIONS WITH 1-99 /21.2%/ EMPLOYEES AND 97 FROM THOSE WITH 500-999 EMPLOYEES /16.1%/. EMPLOYERS WITH 10,000 OR MORE EMPLOYEES ARE REPRESENTED BY 75 RESPONDENTS /12.5%/.

IN THE LAST YEAR, 1982-83, WHAT CHANGE, IF ANY, HAS OCCURRED IN THE NUMBER OF SALARIED EMPLOYEES WORKING FOR YOUR ORGANIZATION?

	CHANGE IN SALARIED EMPLOYEES LAST YEAR																TOTAL	WEIGHTED
	INC. 25-49	INC. 11-24	INC. 9-10	INC. 7-8	INC. 5-6	INC. 3-4	INC. 1-2	SAME	DEC. 1-2	DEC. 3-4	DEC. 5-6	DEC. 7-8	DEC. 9-10	DEC. 11-24	DEC. 25-49	DEC. 50-100		
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
CHANGE IN SALARIED EMPLOYEES	9	25	23	12	32	42	61	144	71	40	39	19	41	33	14	1	606	-1.4

OBSERVATION: DURING THE LAST YEAR, THE NUMBER OF SALARIED EMPLOYEES HAS DECREASED BY 1.4%, ACCORDING TO THE SURVEYED EMPLOYERS.

IN THE LAST YEAR, 1982-83, WHAT CHANGE, IF ANY, HAS OCCURRED IN THE NUMBER OF SALARIED EMPLOYEES WORKING FOR YOUR ORGANIZATION?

	PERCENTAGE CHANGE IN SALARIED EMPLOYEES																TOTAL	WEIGHTED
	INC. 25-49	INC. 11-24	INC. 9-10	INC. 7-8	INC. 5-6	INC 3-4	INC 1-2	SAME	DEC. 1-2	DEC. 3-4	DEC. 5-6	DEC. 7-8	DEC. 9-10	DEC. 11-24	DEC. 25-49	DEC. 50-100		
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
EMPLOYER CATEGORIES																		
ACCOUNTING	.	.	2	1	1	.	2	11	4	1	2	1	1	.	1	.	27	-2.0
AEROSPACE	1	1	1	3	1	.	3	3	5	.	.	.	1	.	.	.	19	5.3
AGRIBUSINESS	.	2	2	1	1	1	1	3	1	1	.	2	.	3	.	.	18	-0.4
AUTOMOTIVE	1	.	.	.	1	2	2	2	4	3	3	1	2	3	1	.	25	-4.9
BANKING FIN	3	3	.	.	3	4	8	19	5	6	3	1	.	.	.	.	55	3.9
CHEMICALS	.	.	1	1	1	3	4	6	4	4	5	1	2	2	1	.	35	-3.9
COMMUNICATION	.	.	1	1	.	.	.	1	.	.	.	1	.	.	.	.	4	2.5
CONSTRUCTION	.	2	2	.	.	1	.	4	2	.	2	1	5	2	.	.	21	-2.4
EDUCATION	1	1	.	.	.	.	3	19	11	10	4	1	3	1	.	.	54	-1.3
ELECTR MACH	1	.	.	.	2	2	1	1	1	.	1	1	3	1	.	.	14	0.1
ELECTRONICS	.	4	5	.	2	5	2	6	3	.	2	.	1	2	.	.	32	3.4
RESTAURANTS	.	4	1	.	8	1	7	7	4	1	1	.	.	2	1	.	37	1.6
PACKAGING	.	.	1	1	.	1	1	.	1	1	1	1	2	1	1	.	12	-7.6
GOVERNMENT	.	.	.	1	.	1	1	8	4	2	2	2	2	.	.	.	23	-2.2
HOSPITALS	.	.	.	.	1	1	1	1	.	1	1	.	.	.	.	.	6	0.3
HOTELS MOTELS	.	.	1	1	2	3	1	2	.	.	.	.	1	.	.	.	11	3.1
MERCHANDISING	1	2	2	1	1	.	6	6	4	3	1	.	.	.	1	.	28	2.5
METALS PRODS	.	1	1	.	.	.	1	1	5	1	.	1	1	5	5	2	24	-10
MILITARY	.	.	1	.	.	.	4	1	.	.	.	.	.	.	.	.	6	3.0
PETROLEUM	.	.	.	.	1	2	1	3	1	2	.	4	1	3	4	.	22	-14
PRINTING PUBL	.	.	.	.	1	.	.	.	.	.	.	.	.	.	.	.	1	6.0
UTILITIES	.	.	1	.	2	8	3	23	5	3	6	.	7	2	.	.	60	-2.0
RESEARCH	.	4	.	1	2	3	5	6	6	1	2	1	4	3	1	1	40	-3.9
SERV VOL ORGS	.	.	1	.	.	.	.	2	1	.	.	.	.	.	.	.	4	2.0
TIRE RUBBER	.	.	.	.	.	.	.	.	2	.	.	.	1	.	.	.	3	-4.7
CONGLOMERATES	.	.	.	.	1	2	2	4	.	.	2	.	.	1	1	.	13	-5.3

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OBSERVATIONS: AN OVERALL DECLINE OF 1.4% IN SALARIED EMPLOYEES LAST YEAR INDICATES THAT MOST ORGANIZATONS HAVE EXPERIENCED REDUCTIONS. HOWEVER, SOME EMPLOYER CATEGORIES EXPERIENCED INCREASES WHILE OTHERS WERE DECLINING EVEN MORE THAN 1.4%. ORGANIZATONS WITH INCREASES IN SALARIED PERSONNEL LAST YEAR INCLUDED PRINTING, PUBLISHING AND INFORMATIONAL SERVICES /6.0% WITH ONLY ONE RESPONSE/; AEROSPACE AND COMPONENTS /5.3%/; BANKING, FINANCE AND INSURANCE /3.9%/; ELECTRONICS AND INSTRUMETS /3.4%/; HOTELS, MOTELS, RESORTS, CAMPS AND RECREATIONAL FACILITIES /3.1%/; MILITARY SERVICES /3.0%/; COMMUNICATIONS, RADIO, TV AND NEWSPAPERS /2.5%/; MERCHANDISING AND RETAIL SERVICES /2.5%/; AND SERVICE AND VOLUNTEER ORGANIZATIONS /2.0%/. THOSE ORGANIZATIONS WITH REDUCED NUMBERS OF SALARIED EMPLOYEES INCLUDED PETROLEUM AND ALLIED PRODUCTS /-14.0%/; METALS AND METAL PRODUCTS /-10.0%/; GLASS, PAPER, PACKAGING AND ALLIED PRODUCTS /-7.6%/; CONGLOMERATES /-5.3%/; AUTOMOTIVE AND MECHANICAL EQUIPMENT /-4.9%/; TIRE AND RUBBER INDUSTRIES /-4.7%/; RESEARCH AND CONSULTING SERVICES /-3.9%/; CHEMICALS, DRUGS AND ALLIED PRODUCTS /-3.9%/; CONSTRUCTION AND BUILDING MATERIALS MANUFACTURERS /-2.4%/; GOVERNMENT ADMINISTRATION /-2.2%/; AND UTILITIES /-2.0%/.

THIS YEAR, 1983-84, WHAT CHANGES, IF ANY, DO YOU ANTICIPATE IN THE NUMBER OF SALARIED EMPLOYEES WORKING FOR YOUR ORGANIZATION?

	SALARIED EMPLOYEE CHANGE 1983-84																	
	INC. 50+	INC. 25-49	INC. 11-24	INC. 9-10	INC. 7-8	INC. 5-6	INC. 3-4	INC. 1-2	SAME	DEC. 1-2	DEC. 3-4	DEC. 5-6	DEC. 7-8	DEC. 9-10	DEC. 11-24	DEC. 25-49	TOTAL	WEIGHTED
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
ANTICIPATED CHANGE IN SALARIED EMPLOYEES	4	3	19	26	17	41	59	88	235	54	24	23	4	13	2	2	614	2.3

OBSERVATIONS: THIS YEAR, 1983-84, EMPLOYERS EXPECT TO INCREASE THE NUMBER OF SALARIED EMPLOYEES ON THEIR PAYROLLS BY 2.3%.

THIS YEAR, 1983-84, WHAT CHANGES, IF ANY, DO YOU ANTICIPATE IN THE NUMBER OF SALARIED EMPLOYEES WORKING FOR YOUR ORGANIZATION?

	ANTICIPATED CHANGE IN SALARIED EMPLOYEES																TOTAL	WEIGHTED
	INC. 50+	INC. 25-49	INC. 11-24	INC. 9-10	INC. 7-8	INC. 5-6	INC 3-4	INC 1-2	SAME	DEC. 1-2	DEC. 3-4	DEC. 5-6	DEC. 7-8	DEC. 9-10	DEC. 11-24	DEC. 25-49		
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
EMPLOYER CATEGORIES																		
ACCOUNTING	.	1	1	3	1	1	3	6	9	.	1	.	.	1	.	.	27	4.8
AEROSPACE	.	.	1	1	1	2	3	3	5	1	.	.	.	1	.	.	18	3.4
AGRIBUSINESS	.	.	2	2	1	1	1	2	8	1	.	.	1	.	.	.	19	4.3
AUTOMOTIVE	.	.	.	1	.	1	4	3	11	2	2	1	.	.	.	.	25	0.8
BANKING FIN	2	1	.	2	1	1	6	15	21	6	.	2	.	.	.	.	57	5.5
CHEMICALS	.	.	.	.	1	2	1	11	10	4	2	1	.	3	.	.	35	-0.2
COMMUNICATION	.	.	.	.	.	.	1	.	2	.	1	.	.	.	.	.	4	0.0
CONSTRUCTION	.	1	.	2	.	1	3	.	5	1	.	2	2	4	1	1	23	-2.5
EDUCATION	.	.	.	2	1	.	2	6	22	15	6	2	.	.	.	.	56	-0.3
ELECTR MACH	1	.	.	.	1	4	1	1	5	.	1	.	.	.	.	.	14	9.5
ELECTRONICS	.	.	3	3	3	8	4	1	8	1	1	.	.	.	.	.	32	5.9
RESTAURANTS	1	.	2	3	2	2	3	5	13	4	1	.	.	.	.	1	37	4.5
PACKAGING	.	.	.	.	.	1	2	1	7	.	.	.	1	.	.	.	12	0.7
GOVERNMENT	.	.	.	.	1	2	.	3	12	2	1	1	.	1	.	.	23	0.1
HOSPITALS	.	.	1	.	.	1	.	.	2	1	1	.	.	.	.	.	6	4.2
HOTELS MOTELS	.	.	2	.	.	1	2	1	4	1	.	.	.	.	.	.	11	5.8
MERCHANDISING	.	.	2	3	1	5	1	5	8	1	.	2	.	.	.	.	28	4.2
METALS PRODS	.	.	.	1	.	1	4	2	12	2	1	.	.	1	.	.	24	0.8
MILITARY	.	.	.	.	.	.	2	.	3	.	1	.	.	.	.	.	6	0.7
PETROLEUM	.	.	.	1	1	.	1	3	9	4	1	2	.	.	.	.	22	0.2
PRINTING PUBL	.	.	.	.	.	1	1	.	.	.	.	.	.	.	.	.	2	5.0
UTILITIES	.	.	.	1	.	.	5	8	31	6	4	5	.	1	1	.	62	-0.8
RESEARCH	.	.	3	1	2	4	3	6	16	1	.	3	.	.	.	.	39	3.3
SERV VOL ORGS	.	.	.	.	.	.	.	1	3	.	.	.	.	.	.	.	4	0.5
TIRE RUBBER	.	.	.	.	.	.	.	.	2	.	.	1	.	.	.	.	3	-2.0
CONGLOMERATES	.	.	.	.	.	1	4	3	4	.	.	1	.	.	.	.	13	1.7

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OBSERVATIONS: INCREASES IN THE NUMBERS OF SALARIED EMPLOYEES ARE EXPECTED BY: ELECTRICAL MACHINERY AND EQUIPMENT /9.5%/; ELECTRONICS AND INSTRUMENTS /5.9%/; HOTELS, MOTELS, RESORTS, CAMPS AND RECREATIONAL FACILITIES /5.8%/; BANKING, FINANCE AND INSURANCE /5.5%/; PRINTING, PUBLISHING AND INFORMATIONAL SERVICES /5.0%/; ACCOUNTING /4.8%/; RESTAURANTS /4.5%/; AGRIBUSINESS /4.3%/; HOSPITALS AND HEALTH SERVICES /4.2%/; MERCHANDISING AND RELATED SERVICES /4.2%/; AEROSPACE AND COMPONENTS /3.4%/; RESEARCH AND/OR CONSULTING SERVICES /3.3%/;.

LITTLE OR NO CHANGE IN ANTICIPATED NUMBER OF SALARIED EMPLOYEES IS EXPECTED BY: CONGLOMERATES /1.7%/; AUTOMOTIVE AND MECHANICAL EQUIPMENT /0.8%/; METALS AND METAL PRODUCTS /0.8%/; PACKAGING /0.7%/; MILITARY /0.7%/; SERVICE OR VOLUNTEER ORGANIZATIONS /0.5%/; PETROLEUM AND ALLIED PRODUCTS /0.2%/; GOVERNMENTAL ADMINISTRATION /0.1%/; COMMUNICATION /0.0%/; CHEMICALS, DRUGS AND ALLIED PRODUCTS /-0.2%/; EDUCATIONAL INSTITUTIONS /-0.3%/; UTILITIES /-0.8%/.

ADDITIONAL DECREASES IN SALARIED EMPLOYEES DURING 1983-84 ARE ANTICIPATED FOR: TIRE AND RUBBER PRODUCTS /-2.0%/; AND CONSTRUCTION AND BUILDING MATERIALS MANUFACTURING /-2.5%/.

FOR 1982-83, WHAT PERCENT OF YOUR OFFERS OF EMPLOYMENT TO NEW TECHNICAL COLLEGE GRADUATES WERE ACCEPTED?

	FREQUENCY	CUM FREQ	PERCENT	CUM PERCENT
.	319	.	.	.
0	25	25	7.987	7.987
1	4	29	1.278	9.265
2	3	32	0.958	10.224
3	2	34	0.639	10.863
4	2	36	0.639	11.502
5	3	39	0.958	12.460
6	2	41	0.639	13.099
8	1	42	0.319	13.419
9	2	44	0.639	14.058
10	2	46	0.639	14.696
22	1	47	0.319	15.016
24	1	48	0.319	15.335
25	3	51	0.958	16.294
27	1	52	0.319	16.613
28	1	53	0.319	16.933
30	1	54	0.319	17.252
33	2	56	0.639	17.891
34	1	57	0.319	18.211
37	2	59	0.639	18.850
38	1	60	0.319	19.169
40	8	68	2.556	21.725
43	3	71	0.958	22.684
45	6	77	1.917	24.601
47	1	78	0.319	24.920
48	2	80	0.639	25.559
49	1	81	0.319	25.879
50	26	107	8.307	34.185
51	2	109	0.639	34.824
52	5	114	1.597	36.422
53	2	116	0.639	37.061
54	2	118	0.639	37.700
55	5	123	1.597	39.297
56	5	128	1.597	40.895
58	4	132	1.278	42.173
60	9	141	2.875	45.048
61	2	143	0.639	45.687
62	4	147	1.278	46.965
63	2	149	0.639	47.604
64	2	151	0.639	48.243
65	8	159	2.556	50.799
66	2	161	0.639	51.438
67	1	162	0.319	51.757
68	3	165	0.958	52.716
69	1	166	0.319	53.035
70	7	173	2.236	55.272
71	2	175	0.639	55.911
72	1	176	0.319	56.230
75	27	203	8.626	64.856
76	1	204	0.319	65.176
77	1	205	0.319	65.495
78	3	208	0.958	66.454
79	1	209	0.319	66.773
80	21	230	6.709	73.482
83	2	232	0.639	74.121
85	11	243	3.514	77.636
86	2	245	0.639	78.275
88	4	249	1.278	79.553
89	1	250	0.319	79.872
90	23	273	7.348	87.220
93	1	274	0.319	87.540
94	2	276	0.639	88.179
95	10	286	3.195	91.374
97	1	287	0.319	91.693
98	3	290	0.958	92.652
99	23	313	7.348	100.000

OBSERVATIONS: WHEN HIRING TECHNICAL COLLEGE GRADUATES, EMPLOYER OFFERS WERE ACCEPTED APPROXIMATELY 60.1% OF THE TIME. OF THOSE SURVEYED, 23 HAD 99% OF THEIR OFFERS ACCEPTED, AND 25 HAD NONE OF THEIRS ACCEPTED.

FOR 1982-83, WHAT PERCENT OF YOUR OFFERS OF EMPLOYMENT TO NEW NON-TECHNICAL COLLEGE GRADUATES WERE ACCEPTED?

	FREQUENCY	CUM FREQ	PERCENT	CUM PERCENT
.	278	.	.	.
0	25	25	7.062	7.062
1	8	33	2.260	9.322
2	6	39	1.695	11.017
3	2	41	0.565	11.582
4	1	42	0.282	11.864
5	1	43	0.282	12.147
6	1	44	0.282	12.429
8	1	45	0.282	12.712
9	1	46	0.282	12.994
10	4	50	1.130	14.124
15	1	51	0.282	14.407
20	3	54	0.847	15.254
21	1	55	0.282	15.537
25	2	57	0.565	16.102
26	1	58	0.282	16.384
30	2	60	0.565	16.949
33	2	62	0.565	17.514
35	1	63	0.282	17.797
37	2	65	0.565	18.362
38	2	67	0.565	18.927
40	6	73	1.695	20.621
41	2	75	0.565	21.186
44	1	76	0.282	21.469
45	1	77	0.282	21.751
47	2	79	0.565	22.316
48	2	81	0.565	22.881
50	19	100	5.367	28.249
52	3	103	0.847	29.096
54	1	104	0.282	29.379
55	2	106	0.565	29.944
56	1	107	0.282	30.226
57	1	108	0.282	30.508
60	14	122	3.955	34.463
61	1	123	0.282	34.746
62	3	126	0.847	35.593
63	1	127	0.282	35.876
64	2	129	0.565	36.441
65	4	133	1.130	37.571
66	5	138	1.412	38.983
67	1	139	0.282	39.266
68	2	141	0.565	39.831
70	14	155	3.955	43.785
71	2	157	0.565	44.350
75	34	191	9.605	53.955
77	1	192	0.282	54.237
78	2	194	0.565	54.802
79	1	195	0.282	55.085
80	28	223	7.910	62.994
81	2	225	0.565	63.559
82	5	230	1.412	64.972
83	2	232	0.565	65.537
85	8	240	2.260	67.797
86	3	243	0.847	68.644
87	2	245	0.565	69.209
88	1	246	0.282	69.492
89	2	248	0.565	70.056
90	26	274	7.345	77.401
91	1	275	0.282	77.684
92	3	278	0.847	78.531
95	17	295	4.802	83.333
96	1	296	0.282	83.616
97	2	298	0.565	84.181
98	4	302	1.130	85.311
99	52	354	14.689	100.000

OBSERVATIONS: OF THOSE EMPLOYERS RESPONDING, OFFERS TO NON-TECHNICAL GRADUATES WERE ACCEPTED AT A SLIGHTLY HIGHER RATE. OF THOSE OFFERS EXTENDED DURING 1982-83, EMPLOYERS REPORTED THAT 65.3% WERE ACCEPTED BY NON-TECHNICAL GRADUATES.

THIS YEAR, 1983-84, WHAT CHANGE, IF ANY, DOES YOUR ORGANIZATION ANTICIPATE IN THE HIRING OF NEW COLLEGE GRADUATES?

	PERCENTAGE CHANGE IN HIRING																	TOTAL	WEIGHTED
	INC. 50+	INC. 25-49	INC. 11-24	INC. 9-10	INC. 7-8	INC. 5-6	INC 3-4	INC 1-2	SAME	DEC. 1-2	DEC. 3-4	DEC. 5-6	DEC. 7-8	DEC. 9-10	DEC. 11-24	DEC. 25-49	DEC. 50-100		
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
TYPES OF GRADUATES																			
BACHELORS GRADUATES	19	14	25	27	4	19	22	29	203	7	5	2	2	5	2	8	12	405	5.0
WOMEN GRADUATES	8	6	17	30	8	31	22	39	203	3	2	2	.	4	1	5	3	384	4.2
MINORITY GRADUATES	8	10	22	39	9	34	35	56	154	2	2	2	.	5	1	4	4	387	5.3
MBA/MS GRADUATES	3	2	6	16	4	10	14	25	229	5	.	2	.	4	3	2	6	331	0.2
DOCTORAL GRADUATES	3	1	4	5	1	5	7	18	215	2	1	2	.	2	1	1	8	276	-1.1

OBSERVATIONS: AFTER TWO YEARS OF DECLINING JOB MARKETS FOR NEW COLLEGE GRADUATES, IT LOOKS LIKE THE BOTTOM HAS FINALLY BEEN REACHED. FOR 1983-84, EMPLOYERS REPORT AN EXPECTED INCREASE OF 5.0% IN THE HIRING OF BACHELOR'S GRADUATES. FOR WOMEN AND MINORITIES, INCREASES OF 4.2% AND 5.3%, RESPECTIVELY, ARE EXPECTED. AT THE MBA AND OTHER MASTER'S DEGREE LEVELS, HIRING IS EXPECTED TO REMAIN ABOUT THE SAME /+0.2%/. FOR DOCTORAL GRADUATES, A FURTHER DECLINE IS EXPECTED /-1.1%/.

THIS YEAR, 1982-83, WHAT CHANGE, IF ANY, DOES YOUR ORGANIZATION ANTICIPATE IN THE HIRING OF NEW COLLEGE GRADUATES?

	PERCENTAGE CHANGE IN HIRING																		TOTAL	WEIGHTED
	INC. 50+	INC. 25-49	INC. 11-24	INC. 9-10	INC. 7-8	INC. 5-6	INC 3-4	INC 1-2	SAME	DEC. 1-2	DEC. 3-4	DEC. 5-6	DEC. 7-8	DEC. 9-10	DEC. 11-24	DEC. 25-49	DEC. 50-100			
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N		N	MEAN
ACADEMIC MAJORS																				
AGRICULTURE	3	.	4	3	.	.	2	2	148	3	.	.	.	.	1	1	4		171	-0.2
PACKAGING	.	.	.	1	.	.	1	6	147	.	.	.	1	.	.	1	5		162	-3.3
ACCOUNTING	6	4	3	14	3	18	16	28	181	4	5	.	.	2	2	2	8		296	0.9
FINANCE	2	1	1	7	1	10	7	15	163	4	1	.	.	4	.	2	7		225	-1.7
GEN BUS ADMIN	2	1	7	8	.	9	9	15	165	3	6	1	.	.	.	4	6		236	-0.9
HRIM	4	2	.	3	.	6	3	6	130	1	2	.	.	.	.	1	5		163	0.2
MARKETING	5	2	7	13	3	16	19	26	128	1	2	1	.	.	2	3	3		231	2.7
PERSONNEL	2	.	.	3	3	5	3	14	174	2	2	1	.	1	1	1	6		218	-1.7
COMMUNICATION	3	.	.	2	1	.	5	9	155	2	2	1	.	1	.	1	4		186	-0.6
EDUCATION	.	.	1	1	1	.	3	9	153	7	3	.	.	.	.	2	6		186	-3.5
CHEMICAL ENGR	3	2	2	4	1	3	11	10	152	3	1	2	.	4	1	3	10		212	-3.1
CIVIL ENGR	2	1	1	3	.	1	5	15	148	5	2	3	1	1	.	4	9		201	-3.9
COMPUTER SCIENCE	8	5	10	18	7	21	22	40	116	5	5	1	.	1	2	3	6		270	3.6
ELECTRICAL ENGR	8	7	12	18	4	14	14	26	134	6	3	4	1	1	.	1	8		261	3.6
MECHANICAL ENGR	4	5	8	10	3	11	16	23	151	5	5	2	1	2	1	3	10		260	-0.3
METALLURGY MATERIALS SCIENCE	1	1	1	1	2	3	4	7	142	4	3	.	.	.	.	1	8		178	-3.4
PETROLEUM ENGR	.	.	.	.	.	1	4	2	139	2	1	1	.	.	.	2	5		157	-3.7
HUMAN ECOLOGY	.	.	.	1	1	1	2	1	131	2	1	1	.	.	.	1	5		147	-3.6
RETAILING	.	.	3	1	3	.	3	7	126	3	.	1	.	1	.	1	6		155	-3.4
LIBERAL ARTS/ARTS/LETTERS	1	.	4	2	.	5	4	11	147	3	1	1	.	1	.	1	8		189	-3.1
CHEMISTRY	2	.	1	3	2	4	7	9	137	5	2	1	.	.	.	3	6		182	-2.4
GEOLOGY	.	.	2	1	.	1	3	3	132	3	1	1	.	.	1	1	5		154	-3.3
MATHEMATICS	.	2	3	2	.	3	9	10	154	5	1	3	1	.	.	1	4		198	-1.1
PHYSICS	.	1	2	3	1	2	7	11	143	4	2	.	1	.	.	1	4		182	-1.5
SOCIAL SCIENCES	1	1	1	1	.	1	4	2	138	3	2	2	.	1	.	1	5		163	-2.3

CONTINUED . . .

OBSERVATIONS: ELECTRICAL ENGINEERING AND COMPUTER SCIENCE MAJORS CONTINUE TO BE IN HIGH DEMAND, AND THESE DISCIPLINES LEAD ALL ACADEMIC MAJORS WITH INCREASES IN DEMAND OVER LAST YEAR OF 3.6% EACH.

ALTHOUGH, MOST TECHNICAL GRADUATES WILL FIND JOB DEMAND FOR THEIR MAJORS IS DECLINING AS EVIDENCED BY THE FOLLOWING: CIVIL ENGINEERS /-3.9%/; PETROLEUM ENGINEERS /-3.7%/; HUMAN ECOLOGY /-3.6%/; EDUCATION /-3.5%/; METALLURGY AND MATERIALS SCIENCES /-3.4%/; RETAILING /-3.4%/; GEOLOGY /-3.3%/; PACKAGING /-3.3%/; CHEMICAL ENGINEERS /-3.1%/; LIBERAL ARTS GRADUATES /-3.1%/; AND SOCIAL SCIENCE MAJORS /-2.3%/.

THIS YEAR, 1982-83, WHAT CHANGE, IF ANY, DOES YOUR ORGANIZATION ANTICIPATE IN THE HIRING OF NEW COLLEGE GRADUATES?

	ANTICIPATED CHANGE IN HIRING																			
	INC. 50+	INC. 25-49	INC. 11-24	INC. 9-10	INC. 7-8	INC. 5-6	INC 3-4	INC 1-2	SAME	DEC. 1-2	DEC. 3-4	DEC. 5-6	DEC. 7-8	DEC. 9-10	DEC. 11-24	DEC. 25-49	DEC. 50-100	TOTAL	WEIGHTED
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
EMPLOYER CATEGORIES																			
ACCOUNTING	.	.	2	4	1	1	2	2	9	1	.	.	.	1	.	.	.	23	4.5
AEROSPACE	.	3	1	1	.	.	.	1	7	.	.	.	.	1	.	.	1	15	5.2
AGRIBUSINESS	1	.	3	.	.	.	2	.	6	.	.	.	.	.	.	.	.	12	15.2
AUTOMOTIVE	.	.	2	.	.	.	2	1	3	.	.	.	.	.	.	.	1	9	-4.3
BANKING FIN	4	1	1	3	.	2	.	6	23	1	.	.	.	2	.	1	.	44	10.3
CHEMICALS	2	1	2	2	1	1	1	1	13	.	.	1	.	.	.	1	1	27	6.8
COMMUNICATION	.	.	.	.	.	.	.	.	2	.	.	.	1	.	.	.	.	3	-2.7
CONSTRUCTION	1	.	.	.	.	2	1	1	5	.	.	.	.	.	.	.	2	12	-6.8
EDUCATION	.	.	.	1	.	.	1	2	18	2	.	.	.	.	.	1	.	25	1.4
ELECTR MACH	.	1	1	2	.	.	1	.	4	.	.	.	.	.	.	1	.	10	4.9
ELECTRONICS	1	1	2	1	1	4	1	2	10	1	.	.	.	.	.	.	.	24	10.3
RESTAURANTS	.	2	.	3	.	2	2	1	14	.	.	1	.	.	.	1	.	26	3.7
PACKAGING	1	.	.	.	.	.	.	1	3	.	.	.	.	.	.	.	1	6	0.3
GOVERNMENT	1	1	.	1	.	1	.	.	6	.	2	.	.	.	.	.	.	12	13.1
HOSPITALS	.	.	.	.	.	1	1	.	3	.	.	.	.	.	.	.	.	5	2.0
HOTELS MOTELS	1	.	.	1	.	.	.	1	4	.	.	.	.	.	.	.	.	7	15.9
MERCHANDISING	1	.	5	1	.	1	1	3	11	.	.	.	.	.	.	1	.	24	8.3
METALS PRODS	2	1	.	.	.	.	1	1	4	.	.	.	.	.	.	.	2	11	5.1
MILITARY	.	.	.	.	1	.	1	.	2	.	.	.	.	.	.	.	.	4	3.0
PETROLEUM	1	.	.	1	.	.	.	.	8	.	.	.	.	.	2	1	.	13	0.7
PRINTING PUBL	.	.	.	.	.	.	.	.	2	.	.	.	.	.	.	.	.	2	0.0
UTILITIES	2	1	2	5	.	2	.	3	19	2	2	.	1	1	.	1	3	44	-0.3
RESEARCH	.	1	3	1	.	1	2	1	13	.	1	.	.	.	.	.	.	23	6.4
SERV VOL ORGS	.	.	.	.	.	.	.	.	1	.	.	.	.	.	.	.	.	1	0.0
TIRE RUBBER	.	.	.	.	.	.	1	.	1	.	.	.	.	.	.	.	.	2	2.0
CONGLOMERATES	1	.	1	.	.	1	1	1	5	.	.	.	.	.	.	.	1	11	3.4

OBSERVATIONS: HIRING QUOTAS WILL VARY ACCORDING TO THE TYPES OF EMPLOYER ORGANIZATIONS. THE MOST SIGNIFICANT INCREASES ARE EXPECTED IN HOTELS, MOTELS, RESORTS, CAMPS AND RECREATIONAL FACILITIES /15.9%/; AGRIBUSINESS /15.2%/; GOVERNMENTAL ADMINISTRATION /13.1%/; BANKING, FINANCE, AND INSURANCE /8.3%/;; CHEMICALS, DRUGS AND ALLIED PRODUCTS /6.8%/; RESEARCH AND CONSULTING SERVICES /6.4%/.

MODERATE INCREASES IN HIRING ARE EXPECTED ON THE FOLLOWING TYPES OF EMPLOYERS: AEROSPACE AND COMPONENTS /5.2%/; METAL AND METAL PRODUCTS /5.1%/; ELECTRICAL MACHINERY AND EQUIPMENT /4.9%/; ACCOUNTING /4.5%/; FOOD, BEVERAGE PROCESSING AND RESTAURANTS /3.7%/; DIVERSIFIED CONGLOMERATES /3.4%/; MILITARY /3.0%/; TIRE AND RUBBER /2.0%/; AND HOSPITALS AND HEALTH SERVICES /2.0%/.

A FEW EMPLOYERS EXPECT THEIR HIRING TO STAY ABOUT THE SAME. THESE INCLUDE PETROLEUM AND ALLIED PRODUCTS /0.7%/; GLASS, PAPER, PACKAGING /0.3%/; PRINTING, PUBLISHING, AND INFORMATIONAL SERVICES /0.0%/; AND SERVICE AND VOLUNTEER ORGANIZATIONS /0.0%/.

FURTHER DECLINES IN HIRING ARE EXPECTED BY THE FOLLOWING: PUBLIC UTILITIES /-0.3%/; EDUCATIONAL INSTITUTIONS /-1.4%/; COMMUNICATIONS, RADIO, TELEVISION, AND NEWSPAPERS /-2.7%/; AUTOMOTIVE AND MECHANICAL EQUIPMENT /-4.3%/; AND CONSTRUCTION AND BUILDING MATERIALS MANUFACTURERS /-6.8%/.

WHAT PERCENTAGE CHANGE, IF ANY, DO YOU ANTICIPATE IN THE NUMBER OF INTERVIEW SCHEDULES ARRANGED BY YOUR ORGANIZATION ON COLLEGE CAMPUSES THIS YEAR, 1983-84?

	CHANGE IN NO. OF INTERVIEW SCHEDULES																			
	INC. 50+	INC. 25-49	INC. 11-24	INC. 9-10	INC. 7-8	INC. 5-6	INC. 3-4	INC. 1-2	SAME	DEC. 1-2	DEC. 3-4	DEC. 5-6	DEC. 7-8	DEC. 9-10	DEC. 11-24	DEC. 25-49	DEC. 50-100	TOTAL	WEIGHTED
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
ANTICIPATED NUMBER OF INTERVIEW SCHEDULES	12	12	22	24	6	19	13	30	212	13	5	11	4	20	16	15	18	452	-0.9

OBSERVATIONS: EMPLOYERS REPORT THAT INTERVIEW SCHEDULES WILL BE REDUCED SLIGHTLY THIS YEAR /-0.9%/. EVIDENTLY EMPLOYERS ARE VISITING FEWER SCHOOLS WHILE SEEKING TO HIRE SLIGHTLY MORE NEW COLLEGE GRADUATES THIS YEAR.

WHAT PERCENTAGE CHANGE, IF ANY, DO YOU ANTICIPATE IN THE NUMBER OF INTERVIEW SCHEDULES ARRANGED BY YOUR ORGANIZATION ON COLLEGE CAMPUSES THIS YEAR, 1983-84?

	ANTICIPATED CHANGE IN INTERVIEW SCHEDULE																	TOTAL	WEIGHTED
	INC. 50+	INC. 25-49	INC. 11-24	INC. 9-10	INC. 7-8	INC. 5-6	INC 3-4	INC 1-2	SAME	DEC. 1-2	DEC. 3-4	DEC. 5-6	DEC. 7-8	DEC. 9-10	DEC. 11-24	DEC. 25-49	DEC. 50-100		
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
EMPLOYER CATEGORIES																			
ACCOUNTING	.	.	.	.	1	1	.	2	16	1	.	1	.	2	.	.	1	25	-4.4
AEROSPACE	1	2	.	.	.	1	.	2	8	1	.	.	.	1	.	1	1	18	2.7
AGRIBUSINESS	1	.	1	1	.	1	.	1	5	.	.	.	.	.	1	1	.	12	5.6
AUTOMOTIVE	.	.	2	1	.	.	1	1	2	.	.	.	.	.	1	.	1	9	-6.4
BANKING FIN	.	2	2	2	2	1	.	6	23	1	1	1	.	5	1	.	1	48	0.4
CHEMICALS	.	.	.	2	1	.	1	.	16	.	.	2	1	2	.	1	2	28	-9.1
COMMUNICATION	.	.	.	.	.	.	.	.	1	.	.	1	.	.	.	.	.	2	-3.0
CONSTRUCTION	1	.	1	3	.	.	1	.	3	.	.	.	.	1	1	2	1	14	-5.4
EDUCATION	.	.	.	2	.	.	1	2	25	1	.	1	.	.	1	.	.	33	-0.2
ELECTR MACH	.	1	2	.	.	.	1	.	4	.	.	.	.	2	.	1	.	11	3.1
ELECTRONICS	1	1	1	2	.	2	1	1	11	2	.	.	.	2	1	.	.	25	6.5
RESTAURANTS	.	.	2	3	.	2	.	1	16	.	1	3	1	.	1	.	2	32	-5.0
PACKAGING	2	.	.	1	.	.	.	.	3	.	.	.	.	.	.	1	1	8	7.4
GOVERNMENT	1	.	.	.	1	.	.	1	9	.	1	.	.	.	.	1	1	15	-2.9
HOSPITALS	.	.	.	.	.	1	.	2	2	1	.	.	1	.	.	.	.	7	0.0
HOTELS MOTELS	.	1	.	.	.	3	.	2	2	.	.	1	.	.	.	.	.	9	7.3
MERCHANDISING	1	.	1	1	.	5	4	1	7	1	.	.	.	1	2	.	2	26	-3.0
METALS PRODS	1	.	1	1	.	.	1	2	3	1	.	.	.	1	.	.	1	12	2.6
MILITARY	.	.	.	.	.	.	.	.	3	.	1	.	.	.	.	.	1	5	-21
PETROLEUM	1	.	.	1	.	.	.	.	3	.	1	.	.	.	3	3	1	13	-17
PRINTING PUBL	.	.	.	.	.	.	.	.	1	.	.	.	.	.	.	.	1	2	-50
UTILITIES	.	1	5	2	.	.	1	3	23	2	.	1	1	2	2	4	1	48	-3.8
RESEARCH	1	2	3	1	.	2	.	1	14	1	.	.	.	.	1	.	.	26	10.4
SERV VOL ORGS	.	.	.	.	.	.	.	.	1	.	.	.	.	.	.	.	.	1	0.0
TIRE RUBBER	.	.	.	.	.	.	.	.	1	1	.	.	.	.	.	.	.	2	-1.0
CONGLOMERATES	1	2	1	.	.	.	.	1	5	.	.	.	.	1	.	.	.	11	19.6

CONTINUED . . . . .

OBSERVATIONS: INCREASES IN INTERVIEW SCHEDULES ARE ANTICIPATED BY THE FOLLOWING TYPES OF EMPLOYERS: CONGLOMERATES /19.6%/; RESEARCH AND/OR CONSULTING SERVICES /10.4%/; PACKAGING /7.4%/; HOTELS, MOTELS, RESORTS, CAMPS AND RECREATIONAL FACILITIES /7.3%/; ELECTRONICS AND INSTRUMENTS /6.5%/; ELECTRICAL MACHINERY AND EQUIPMENT /3.1%/; AEROSPACE AND COMPONENTS /2.7%/; METALS AND METAL PRODUCTS /2.6%/.

MINIMUM OR NO CHANGE IN CAMPUS INTERVIEW SCHEDULES ARE EXPECTED BY THE FOLLOWING EMPLOYERS: BANKING, FINANCE AND INSURANCE /0.4%/; SERVICE OR VOLUNTEER ORGANIZATIONS /0.0%/; HOSPITALS AND HEALTH SERVICES /0.0%/; AND EDUCATIONAL INSTITUTIONS /-0.2%/.

DECREASES IN EMPLOYER INTERVIEW SCHEDULES ARE EXPECTED BY: TIRE AND RUBBER PRODUCTS /-1.0%/; GOVERNMENTAL ADMINISTRATION /-2.9%/; MERCHANDISING AND RELATED SERVICES /-3.0%/; COMMUNICATION /-3.0%/; UTILITIES /-3.8%/; ACCOUNTING /-4.4%/; RESTAURANTS /-5.0%/; CONSTRUCTION AND BUILDING MATERIALS MANUFACTURING /-5.4%/; AUTOMOTIVE AND MECHANICAL EQUIPMENT /-6.4%/; CHEMICALS, DRUGS AND ALLIED PRODUCTS /-9.1%/; PETROLEUM AND ALLIED PRODUCTS /-17.0%/; MILITARY /-21.0%/; AND PRINTING, PUBLISHING AND INFORMATIONAL SERVICES /-50.0%/.

WHAT CHANGE, IF ANY, DOES YOUR ORGANIZATION ANTICIPATE IN SALARY OFFERS TO 1983-84 NEW COLLEGE GRADUATES?

	ANTICIPATED CHANGES IN SALARY OFFERS																
	INC. OVER 10%	INC. 9-10%	INC. 7-8%	INC. 5-6%	INC. 3-4%	INC. 1-2%	SAME	DEC. 1-2%	DEC. 3-4%	DEC. 5-6%	DEC. 7-8%	DEC. 9-10%	DEC. OVER 10%	14	TOTAL	WEIGHTED
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
TYPES OF GRADUATES																
BACHELORS GRADUATES	6	9	23	69	93	34	134	4	5	6	.	2	3	3	391	2.8
WOMEN	5	7	21	54	75	34	118	5	4	4	1	1	1	3	333	2.8
MINORITIES	6	8	20	54	75	36	115	5	4	5	1	.	1	3	333	2.8
MASTERS/MBAS	3	6	12	47	56	35	103	3	2	6	1	1	1	12	288	2.5
DOCTORAL GRADUATES	1	2	8	26	35	14	95	2	2	3	2	.	.	22	212	1.8

OBSERVATIONS: STARTING SALARIES FOR BACHELOR'S DEGREE GRADUATES ARE EXPECTED TO INCREASE APPROXIMATELY 2.8% THIS YEAR. THIS COMPARES TO AN ANTICIPATED INCREASE OF 2.8% FOR STARTING SALARIES FOR WOMEN AND 2.9% FOR MINORITIES. MASTER'S DEGREE RECIPIENTS CAN EXPECT STARTING SALARY INCREASES OF 2.4% AND DOCTORAL GRADUATES WILL RECEIVE AN INCREASE OF 1.8%.

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WHAT CHANGE, IF ANY, DOES YOUR ORGANIZATION ANTICIPATE IN SALARY OFFERS TO 1983-84 NEW COLLEGE GRADUATES?

	ANTICIPATED CHANGES IN SALARY OFFERS														TOTAL	WEIGHTED
	INC. OVER 10%	INC. 9-10%	INC. 7-8%	INC. 5-6%	INC. 3-4%	INC. 1-2%	SAME	DEC. 1-2%	DEC. 3-4%	DEC. 5-6%	DEC. 7-8%	DEC. 9-10%	DEC. OVER 10%	14		
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
ACADEMIC MAJORS																
AGRICULTURE/NATURAL RESOURCES	.	1	2	7	10	2	80	1	1	1	.	.	.	34	139	1.0
PACKAGING	.	1	3	6	10	3	79	.	1	1	.	.	.	36	140	1.0
ACCOUNTING	.	3	12	45	60	26	95	2	2	6	.	.	4	10	265	2.3
FINANCIAL ADMINISTRATION	.	3	7	29	30	14	87	1	2	3	.	1	2	16	195	1.9
GEN BUSINESS ADMINISTRATION	2	4	8	26	42	14	87	2	3	3	.	.	3	12	206	2.1
HOTEL/RESTAURANT/INST MANAGEMENT	1	4	2	11	15	2	82	1	1	1	.	.	.	28	148	1.6
MARKETING/SALES	2	4	8	25	31	19	84	1	2	1	.	.	3	15	195	2.2
PERSONNEL	1	2	4	15	29	7	93	2	3	2	.	.	3	21	182	1.5
COMMUNICATION	.	3	4	12	17	6	86	1	2	2	.	.	2	24	159	1.4
EDUCATION	1	2	1	13	17	4	86	3	2	2	.	1	1	28	161	1.2
CHEMICAL ENGINEER	1	1	7	18	29	12	80	4	2	2	1	.	2	28	187	1.6
CIVIL ENGINEER	1	3	5	14	22	9	85	4	2	1	.	.	3	26	175	1.5
COMPUTER SCIENCE	5	6	17	43	52	19	78	2	3	3	.	1	1	14	244	3.0
ELECTRICAL ENGINEER	3	5	19	38	41	19	81	3	3	2	1	.	3	19	237	2.6
MECHANICAL ENGINEER	1	2	11	30	45	16	92	4	3	3	1	.	3	19	230	2.0
METALLURGY MATERIALS SCIENCE	.	1	4	6	22	5	74	2	1	1	.	.	1	31	148	1.3
PETROLEUM ENGINEER	.	1	3	7	8	.	79	1	2	.	.	.	1	35	137	1.1
HUMAN ECOLOGY	.	2	2	6	8	1	73	.	1	1	.	.	.	32	126	1.2
RETAILING	.	3	3	8	14	7	73	1	1	.	.	.	1	30	141	1.5
LIBERAL ARTS/ARTS/LETTERS	.	2	4	17	25	9	82	1	3	2	.	.	1	21	167	1.6
CHEMISTRY	.	1	3	14	17	8	73	1	3	3	.	.	1	27	151	1.4
GEOLOGY	.	1	3	6	10	1	78	2	1	.	.	.	1	34	137	1.1
MATHEMATICS	2	4	3	16	27	7	85	1	2	2	1	.	1	23	174	1.7
PHYSICS	1	2	5	9	22	7	81	1	2	2	1	.	1	26	160	1.4
SOCIAL SCIENCES	.	2	2	10	14	2	80	1	2	1	.	.	1	30	145	1.3

OBSERVATIONS: THE HIGHEST INCREASES IN STARTING SALARIES BY ACADEMIC MAJOR ARE EXPECTED FOR COMPUTER SCIENCE MAJORS /3.0%/, ELECTRICAL ENGINEERS /2.6%/, ACCOUNTANTS /2.3%/, MARKETING/SALES GRADUATES /2.2%/, AND GENERAL BUSINESS ADMINISTRATION MAJORS /2.1%/. ALL OTHER MAJORS CAN EXPECT STARTING SALARY INCREASES OF 1-2%.

ACADEMIC MAJORS, ESTIMATED PERCENT CHANGE
AND ESTIMATED STARTING SALARIES 1983-84

Academic Majors Bachelor's Degrees	Estimated % Change	Estimated Starting Salary 1983-84
Electrical Engineering	2.6%	$26,643
Chemical Engineering	1.6%	26,164
Mechanical Engineering	2.0%	25,888
Computer Science	3.0%	25,849
Metallurgy/Material Science	1.3%	24,445
Physics	1.4%	22,852
Civil Engineering	1.5%	21,266
Mathematics	1.7%	19,539
Accounting	2.3%	18,684
Financial Administration	1.9%	18,122
Agriculture & Natural Resources	1.0%	17,586
Marketing/Sales	2.2%	17,550
Social Science	1.3%	16,763
General Business Administration	2.1%	16,650
Personnel Administration	1.5%	15,908
Communications	1.4%	15,636
Hotel, Rest., Inst.Mgmt	1.6%	15,447
Education	1.2%	14,779
Arts and Letters	1.6%	14,179
Human Ecology	1.2%	13,917
Average for Different Degree Levels		
Bachelor's	2.8%	19,306
Master's	2.4%	22,094
PhD	1.8%	23,650

*Source for base starting salaries when preparing this chart: John D. Shingleton and Edwin B. Fitzpatrick, ANNUAL SALARY REPORT--1982-83. East Lansing, Michigan: Placement Services, Michigan State University, 1983.

OBSERVATIONS: THE HIGHEST ANNUAL STARTING SALARIES THIS YEAR ARE EXPECTED FOR ELECTRICAL ENGINEERS /$26,643/, CHEMICAL ENGINEERS /$26,164/, MECHANICAL ENGINEERS /$25,888/, AND COMPUTER SCIENCE MAJORS /$25,849/.

WHAT CHANGE, IF ANY, DOES YOUR ORGANIZATION ANTICIPATE IN SALARY OFFERS TO 1983-84 NEW COLLEGE GRADUATES?

	ANTICIPATED CHANGE IN SALARY OFFERS														TOTAL	WEIGHTED
	INC. OVER 10%	INC. 9-10%	INC. 7-8%	INC. 5-6%	INC. 3-4%	INC. 1-2%	SAME	DEC. 1-2%	DEC. 3-4%	DEC. 5-6%	DEC. 9-10%	DEC. OVER 10%	14			
	N	N	N	N	N	N	N	N	N	N	N	N	N		N	MEAN
EMPLOYER CATEGORIES																
ACCOUNTING	.	.	2	4	7	2	5	.	.	1	.	.	.		21	3.1
AEROSPACE	1	.	1	2	7	1	3	.	.	.	.	.	.		15	4.1
AGRIBUSINESS	.	.	.	3	.	1	7	.	.	.	.	.	.		11	1.8
AUTOMOTIVE	.	.	.	1	5	.	2	.	.	.	.	.	1		9	3.3
BANKING FIN	1	.	4	9	8	2	16	.	.	1	.	.	.		41	3.1
CHEMICALS	.	1	1	3	4	3	10	.	1	1	.	.	2		26	2.0
COMMUNICATION	.	.	.	.	1	.	2	.	.	.	.	.	.		3	1.3
CONSTRUCTION	.	.	.	2	1	1	4	.	1	.	.	.	.		9	1.6
EDUCATION	.	1	1	4	8	1	7	2	.	2	1	.	.		27	1.9
ELECTR MACH	.	.	1	1	2	1	2	.	.	.	.	.	.		7	3.4
ELECTRONICS	1	.	2	7	8	2	5	.	.	.	.	.	.		25	4.2
RESTAURANTS	.	2	.	5	3	1	9	.	.	.	1	.	.		21	2.6
PACKAGING	.	.	.	1	1	.	4	.	.	.	.	.	.		6	1.7
GOVERNMENT	.	.	2	.	3	.	8	1	.	.	.	.	.		14	1.9
HOSPITALS	.	.	.	1	1	.	2	.	1	.	.	.	.		5	1.2
HOTELS MOTELS	.	.	.	1	1	2	1	.	.	1	.	.	.		6	1.3
MERCHANDISING	2	3	2	2	4	4	7	.	.	.	.	1	.		25	3.8
METALS PRODS	.	.	2	2	5	.	1	.	1	.	.	.	.		11	4.0
MILITARY	.	.	.	.	1	1	1	.	.	.	.	1	.		4	-1.5
PETROLEUM	.	.	.	.	4	1	6	.	.	.	.	1	.		12	0.5
PRINTING PUBL	.	.	.	.	1	.	1	.	.	.	.	.	.		2	2.0
UTILITIES	1	.	3	11	7	7	15	1	1	.	.	.	.		46	3.0
RESEARCH	.	2	1	6	6	1	5	.	.	.	.	.	.		21	4.3
SERV VOL ORGS	.	.	.	.	.	.	1	.	.	.	.	.	.		1	0.0
TIRE RUBBER	.	.	.	.	1	1	.	.	.	.	.	.	.		2	3.0
CONGLOMERATES	.	.	.	2	2	2	4	.	.	.	.	.	.		10	2.4

OBSERVATIONS: OVERALL, STARTING SALARIES ARE EXPECTED TO INCREASE APPROXIMATELY 2.8% FOR STUDENTS GRADUATING WITH BACHELOR'S DEGREES. THE GREATEST INCREASES IN STARTING SALARIES WILL BE OFFERED TO THOSE ACCEPTING POSITIONS IN RESEARCH AND/OR CONSULTING SERVICES /4.3%/; ELECTRONICS AND INSTRUMENTS /4.2%/; AEROSPACE AND COMPONENTS /4.1%/; AND METALS AND METAL PRODUCTS /4.0%/.

MODERATE INCREASES ARE EXPECTED FROM MERCHANDISING AND RETAILING SERVICES /3.8%/; ELECTRICAL MACHINERY AND EQUIPMENT /3.4%/; AUTOMOTIVE AND MECHANICAL EQUIPMENT /3.3%/; BANKING, FINANCE, AND INSURANCE /3.1%/; ACCOUNTING /3.1%/; PUBLIC UTILITIES /3.0%/; TIRE AND RUBBER PRODUCTS /3.0%/; AND FOOD, BEVERAGE PROCESSING, AND RESTAURANTS /2.6%/.

INCREASES OF LESS THAN 2.8% CAN BE EXPECTED FROM DIVERSIFIED CONGLOMERATES /2.4%/; PRINTING, PUBLISHING, AND INFORMATIONAL SERVICES /2.0%/; CHEMICALS, DRUGS, AND ALLIED PRODUCTS /2.0%/; EDUCATIONAL INSTITUTIONS /1.9%/; GOVERNMENTAL ADMINISTRATION /1.9%/; AGRIBUSINESS /1.8%/; GLASS, PAPER, PACKAGING, AND ALLIED PRODUCTS /1.7%/; CONSTRUCTION AND BUILDING MATERIALS MANUFACTURING /1.6%/; COMMUNICATIONS, RADIO, TELEVISION, AND NEWSPAPERS /1.3%/; HOTELS, MOTELS, RESORTS, CAMPS AND RECREATIONAL FACILITIES /1.3%/; AND HOSPITALS AND HEALTH SERVICES /1.2%/.

WHAT PERCENTAGE OF NEW COLLEGE GRADUATES INTERVIEWED BY YOUR ORGANIZATION ON CAMPUSES LAST YEAR, 1982-83, WERE HIRED?

	FREQUENCY	CUM FREQ	PERCENT	CUM PERCENT
.	192	.	.	.
0	61	61	13.864	13.864
1	17	78	3.864	17.727
2	26	104	5.909	23.636
3	25	129	5.682	29.318
4	19	148	4.318	33.636
5	60	208	13.636	47.273
6	17	225	3.864	51.136
7	16	241	3.636	54.773
8	15	256	3.409	58.182
9	9	265	2.045	60.227
10	64	329	14.545	74.773
11	2	331	0.455	75.227
12	5	336	1.136	76.364
13	2	338	0.455	76.818
14	2	340	0.455	77.273
15	14	354	3.182	80.455
17	3	357	0.682	81.136
18	3	360	0.682	81.818
20	21	381	4.773	86.591
21	1	382	0.227	86.818
22	2	384	0.455	87.273
23	1	385	0.227	87.500
25	7	392	1.591	89.091
30	4	396	0.909	90.000
32	1	397	0.227	90.227
35	1	398	0.227	90.455
36	1	399	0.227	90.682
40	5	404	1.136	91.818
45	2	406	0.455	92.273
48	1	407	0.227	92.500
50	7	414	1.591	94.091
55	1	415	0.227	94.318
60	5	420	1.136	95.455
67	1	421	0.227	95.682
70	2	423	0.455	96.136
75	5	428	1.136	97.273
77	1	429	0.227	97.500
80	2	431	0.455	97.955
83	1	432	0.227	98.182
90	4	436	0.909	99.091
95	1	437	0.227	99.318
99	3	440	0.682	100.000

OBSERVATIONS: OF THOSE NEW COLLEGE GRADUATES INTERVIEWED BY RESPONDING EMPLOYERS LAST YEAR, 1982-83, APPROXIMATELY 12.8% WERE HIRED. OF THE EMPLOYERS SURVEYED, 61 INDICATED THAT NONE OF THEIR INTERVIEWEES WERE HIRED, AND EIGHT EMPLOYERS REPORTED THAT 90% OR MORE OF THE GRADUATES INTERVIEWED BY THEIR ORGANIZATIONS WERE HIRED.

WHAT PERCENTAGE OF YOUR ORGANIZATION'S CAMPUS INTERVIEW SCHEDULES WERE CANCELLED LAST YEAR BY YOU BECAUSE OF DECLINING NEEDS FOR NEW PERSONNEL IN YOUR ORGANIZATION?

	FREQUENCY	CUM FREQ	PERCENT	CUM PERCENT
.	196	.	.	.
0	264	264	60.550	60.550
1	12	276	2.752	63.303
2	4	280	0.917	64.220
4	4	284	0.917	65.138
5	13	297	2.982	68.119
7	2	299	0.459	68.578
9	2	301	0.459	69.037
10	23	324	5.275	74.312
11	2	326	0.459	74.771
13	1	327	0.229	75.000
14	1	328	0.229	75.229
15	8	336	1.835	77.064
20	12	348	2.752	79.817
24	1	349	0.229	80.046
25	9	358	2.064	82.110
28	1	359	0.229	82.339
29	1	360	0.229	82.569
30	7	367	1.606	84.174
33	1	368	0.229	84.404
35	3	371	0.688	85.092
40	7	378	1.606	86.697
45	1	379	0.229	86.927
50	32	411	7.339	94.266
53	1	412	0.229	94.495
60	1	413	0.229	94.725
66	1	414	0.229	94.954
67	1	415	0.229	95.183
68	1	416	0.229	95.413
70	1	417	0.229	95.642
75	2	419	0.459	96.101
78	1	420	0.229	96.330
79	2	422	0.459	96.789
80	3	425	0.688	97.477
87	1	426	0.229	97.706
90	2	428	0.459	98.165
95	1	429	0.229	98.394
99	7	436	1.606	100.000

OBSERVATIONS: BECAUSE OF DECLINING NEEDS FOR NEW HIRES, 39.5% OF THE RESPONDING EMPLOYERS REPORTED SOME CANCELLATION OF INTERVIEW SCHEDULES ON COLLEGE CAMPUSES, WHILE 60.5% OF THE EMPLOYERS REPORTED NO CANCELLATIONS. OF THOSE SURVEYED 23 CANCELLED 10% OF THEIR SCHEDULES, 12 CANCELLED 20%, 32 CANCELLED 50%, AND 19 CANCELLED 70% OR MORE OF THEIR INTERVIEW SCHEDULES.

WHAT PERCENTAGE OF YOUR ORGANIZATION'S CAMPUS INTERVIEW SCHEDULES WERE CANCELLED LAST YEAR, 1982-83, BECAUSE OF INSUFFICIENT RESPONSE FROM GRADUATING STUDENTS?

	FREQUENCY	CUM FREQ	PERCENT	CUM PERCENT
.	197	.	.	.
0	359	359	82.529	82.529
1	20	379	4.598	87.126
2	9	388	2.069	89.195
3	5	393	1.149	90.345
4	3	396	0.690	91.034
5	10	406	2.299	93.333
6	2	408	0.460	93.793
7	1	409	0.230	94.023
8	2	411	0.460	94.483
9	1	412	0.230	94.713
10	9	421	2.069	96.782
15	2	423	0.460	97.241
18	2	425	0.460	97.701
20	5	430	1.149	98.851
30	1	431	0.230	99.080
50	2	433	0.460	99.540
99	2	435	0.460	100.000

OBSERVATIONS: FEW INTERVIEW SCHEDULES WERE CANCELLED BECAUSE OF INSUFFICIENT RESPONSE FROM NEW COLLEGE GRADUATES. OF THOSE EMPLOYERS RESPONDING, ONLY 13.9% REPORTED ANY CANCELLATION FOR THIS REASON. EVEN THEN, LOW PERCENTAGES OF SCHEDULE CANCELLATIONS, /1.7%/, WERE REPORTED.

DOES YOUR ORGANIZATION PRE-SCREEN AT COLLEGES AND UNIVERSITIES WHERE PRE-SCREENING IS PERMITTED.

	FREQUENCY	CUM FREQ	PERCENT	CUM PERCENT
NO RESPONSE	172	.	.	.
YES	300	300	65.217	65.217
NO	160	460	34.783	100.000

OBSERVATIONS: WHEN PRE-SCREENING IS PERMITTED ON COLLEGE AND UNIVERSITY CAMPUSES, MOST EMPLOYERS /65.2%/ TAKE ADVANTAGE OF THESE SERVICES. OF THE EMPLOYERS WHO RESPONDED, 300 /65.2%/ REPORT USING THESE SERVICES, AND THE REMAINING 160 /34.8%/ INDICATE THAT THEY HAVE NOT USED THESE SERVICES.

HAS YOUR ORGANIZATION WITHDRAWN OFFERS OF EMPLOYMENT MADE TO NEW COLLEGE GRADUATES DURING THE LAST FIVE YEARS?

	FREQUENCY	CUM FREQ	PERCENT	CUM PERCENT
NO RESPONSE	168	.	.	.
YES	42	42	9.052	9.052
NO	422	464	90.948	100.000

IF SO, WHICH OF THE FOLLOWING WERE PROVIDED?

	FREQUENCY OF USE										TOTAL RESPONSE		TOTAL
	ALWAYS		ALMOST ALWAYS		SOME-TIMES		SELDOM		NEVER				
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
REMEDIES FOR WITHDRAWN OFFERS													
COSTS INCURRED BY CANDIDATE ARE PAID	47	46	17	17	12	12	7	7	19	19	102	100	2.4
ORGANIZATION GUARANTEES EMPLOYMENT	15	15	8	8	4	4	8	8	66	65	101	100	4.0
ORGIZATION MAKES FINANCIAL ADJUSTMENTS	12	13	7	7	33	35	16	17	27	28	95	100	3.4

OBSERVATIONS: FEW EMPLOYERS REPORT THAT THEIR ORGANIZATIONS WITHDREW OFFERS /BEFORE ACCEPTANCE/ OF EMPLOYMENT MADE TO NEW COLLEGE GRADUATES DURING THE LAST FIVE YEARS. ONLY 42 /9.4%/ REPORTED SUCH PRACTICES.

WHEN REPORTING REMEDIES WHEN WITHDRAWAL OF AN OFFER IS NECESSARY, EMPLOYERS INDICATE THAT THEY ALMOST ALWAYS PROVIDE REIMBURSEMENT FOR COSTS INCURRED BY CANDIDATES, AND ORGANIZATIONS SOMETIMES MAKE FINANCIAL ADJUSTMENTS. SELDOM IS OTHER EMPLOYMENT GUARANTEED BY ORGANIZATIONS THAT WITHDRAW OFFERS.

HOW PREPARED ARE TODAY'S NEW COLLEGE GRADUATES FOR ENTRY INTO FULL-TIME WORK?

	LEVELS OF PREPARATION										TOTAL RESPONSE		TOTAL
	EXCELLENT		VERY GOOD		GOOD		FAIR		POOR				
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
PREPAREDNESS OF COLLEGE GRADUATES													
CONCERN FOR PRODUCTIVITY	14	3	138	31	221	50	68	15	3	1	444	100	2.8
QUALITY OF WORK	10	2	190	43	200	45	41	9	2	0	443	100	2.6
ABILITY TO FOLLOW THRU ON TASKS	17	4	153	35	229	52	42	9	2	0	443	100	2.7
DEPENDABILITY	30	7	170	38	202	45	41	9	1	0	444	100	2.6
WORK HABITS	13	3	124	28	230	52	68	15	4	1	439	100	2.8
ATTITUDE TOWARD EMPLOYING ORGAN	35	8	142	33	200	46	56	13	2	0	435	100	2.7
ABILITY TO WRITE	2	0	36	8	176	40	198	45	30	7	442	100	3.5
ABILITY TO SPEAK EFFECTIVELY	6	1	85	19	213	48	134	30	6	1	444	100	3.1
ABILITY TO FOLLOW INSTRUCTIONS	10	2	147	33	249	57	34	8	.	.	440	100	2.7
READING AND COMPREHENSION ABILITY	11	3	142	32	233	53	51	12	2	0	439	100	2.8
AMBITION/MOTIVATION	65	15	229	52	124	28	21	5	1	0	440	100	2.2

OBSERVATIONS: EMPLOYERS REPORT THAT THE NEW COLLEGE GRADUATES THEY HIRE ARE HIGHLY MOTIVATED AND AMBITIOUS. BUT, EMPLOYERS ALSO INDICATE THAT THESE NEW HIRES ARE WEAKEST IN THEIR ABILITY TO WRITE /A "FAIR" RATING IS INDICATED/. ALL OTHER FACTORS RECEIVED A "GOOD" RATING, ALTHOUGH THE ABILITY TO SPEAK MORE EFFECTIVELY IS CITED AS BEING THE SKILL MOST NEEDED AMONG THESE OTHER FACTORS.

DOES YOUR ORGANIZATION PARTICIPATE IN THE FOLLOWING PROGRAMS FOR RECRUITING NEW COLLEGE GRADUATES?

	FREQUENCY OF PARTICIPATION										TOTAL RESPONSE		TOTAL
	ALWAYS		ALMOST ALWAYS		SOME-TIMES		SELDOM		NEVER				
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
RECRUITMENT SOURCES													
ON-CAMPUS INTERVIEWING	268	57	95	20	62	13	33	7	14	3	472	100	1.8
JOB LISTINGS WITH PLACEMENT OFFICE	91	19	84	18	202	43	70	15	21	4	468	100	2.7
UNSOLICITED REFERRALS FROM PLACEMENT OFF	70	15	62	13	196	42	116	25	26	6	470	100	2.9
REFERRALS FROM CAMPUS ORGANIZATIONS	51	11	47	10	182	38	138	29	61	13	479	100	3.2
JOB LISTINGS WITH EMPLYMNT AGENCIES	16	3	15	3	102	22	155	33	185	39	473	100	4.0
COLLEGE FACULTY/STAFF REFERRALS	74	16	78	16	220	46	92	19	12	3	476	100	2.8
CURRENT EMPLOYEE REFERRALS	102	22	105	22	228	48	33	7	6	1	474	100	2.4
MINORITY CAREER PROGRAMS	69	15	86	18	204	43	84	18	30	6	473	100	2.8
WOMENS CAREER PROGRAMS	53	11	69	15	205	44	99	21	43	9	469	100	3.0
HIGH DEMAND MAJOR PROGRAMS	42	9	75	16	148	32	116	25	76	17	457	100	3.2
COOPERATIVE EDUCATION PROGRAMS	74	16	69	15	169	36	105	22	56	12	473	100	3.0
SUMMER EMPLOYMENT	71	15	73	15	199	42	86	18	44	9	473	100	2.9
PART-TIME EMPLOYMENT	32	7	31	7	198	42	136	29	76	16	473	100	3.4
INTERNSHIP PROGRAMS	57	12	68	14	173	37	107	23	67	14	472	100	3.1
WALK-INS	88	19	75	16	192	40	100	21	20	4	475	100	2.8
WRITE-INS	103	22	88	19	201	42	69	15	12	3	473	100	2.6
RESPONSES FROM WANT ADS	72	15	65	14	174	37	101	21	63	13	475	100	3.0

OBSERVATIONS: ON-CAMPUS RECRUITING AND REFERRALS FROM CURRENT EMPLOYEES ARE ALMOST ALWAYS USED FOR RECRUITING NEW COLLEGE GRADUATES. WHILE JOB LISTINGS WITH EMPLOYMENT AGENCIES ARE SELDOM USED.

WHEN HIRING NEW COLLEGE GRADUATES FOR YOUR ORGANIZATION, WHICH OF THE FOLLOWING GRADE POINT AVERAGES ARE MOST ACCEPTABLE?

	LEVELS OF ACCEPTANCE														
	NO RESPONSE		ALWAYS		ALMOST ALWAYS		SOME-TIMES		SELDOM		NEVER		TOTAL RESPONSE		TOT-AL
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
GRADE POINT AVERAGES															
3.5 - 3.99/4.0	.	.	288	62	111	24	53	11	11	2	1	0	464	100	1.5
3.0 - 3.49/4.0	.	.	232	50	197	42	33	7	2	0	1	0	465	100	1.6
2.5 - 2.99/4.0	.	.	47	10	173	38	198	43	32	7	9	2	459	100	2.5
2.0 - 2.49/4.0	.	.	9	2	36	8	200	44	148	32	65	14	458	100	3.5
1.5 - 1.99/4.0	.	.	2	0	3	1	24	5	110	24	310	69	449	100	4.6
1.0 - 1.49/4.0	1	0	1	0	1	0	10	2	47	10	388	87	448	100	4.8
BELOW 1.0/4.0	1	0	3	1	1	0	7	2	26	6	414	92	452	100	4.9

OBSERVATIONS: ALMOST ALWAYS ACCEPTABLE ARE GRADE POINT AVERAGES IN THE 3.0 TO 4.0 RANGE ON A 4.0 SCALE. SOMETIMES ACCEPTABLE ARE GPA'S IN THE 2.5 TO 2.99 RANGE. SELDOM ACCEPTABLE ARE 2.0 TO 2.49 GPA'S.

DOES YOUR ORGANIZATION VISIT COLLEGE CAMPUSES KNOWING THAT NO OPENINGS ARE EXPECTED FOR INTERVIEWS BEING CONDUCTED?

	FREQUENCY	CUM FREQ	PERCENT	CUM PERCENT
NO RESPONSE	178	.	.	.
ALWAYS	7	7	1.542	1.542
ALMOST ALWAYS	20	27	4.405	5.947
SOMETIMES	79	106	17.401	23.348
SELDOM	122	228	26.872	50.220
NEVER	226	454	49.780	100.000

OBSERVATIONS: OF THE EMPLOYERS RESPONDING, 7 /1.5%/ REPORTED THAT THEIR ORGANIZATIONS ALWAYS VISIT COLLEGE CAMPUSES AND INTERVIEW WITHOUT KNOWING THAT OPENINGS WILL EXIST. THIS ALMOST ALWAYS OCCURS FOR 20 /4.4%/ EMPLOYERS AND SOMETIMES FOR 79 /17.4%/. SELDOM /26.9%/ AND NEVER /49.8%/ DOES THIS HAPPEN WITH THE REMAINING EMPLOYERS. SEVERAL EMPLOYERS /178/ DID NOT RESPOND TO THIS QUESTION.

WHAT PERCENT OF TECHNICAL NEW COLLEGE GRADUATES HIRED LAST YEAR, 1982-83, BY YOUR ORGANIZATION WERE FROM THE FOLLOWING SOURCES?

	PERCENTAGE OF NEW HIRES FROM EACH SOURCE																TOTAL	WEIGHTED
	NO RESPONSE	0%	1-2%	3-4%	5-6%	7-8%	9-10%	11-20%	21-30%	31-40%	41-50%	51-60%	60-70%	71-80%	81-90%	91-100%		
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
SOURCES FOR TECHNICAL GRADUATES																		
ON-CAMPUS INTERVIEWING	3	79	15	2	9	3	7	12	18	19	25	25	36	39	50	42	384	49.3
JOB LISTINGS WITH PLACEMENT OFFICE	4	181	61	20	18	8	18	4	6	1	4	.	1	3	6	2	337	6.5
UNSOLICITED REFERRALS FROM PLACMNT	4	238	55	15	9	1	6	3	1	1	.	.	.	.	1	1	335	2.1
REFERRALS FROM CAMPUS ORGANIZATIONS	3	250	45	14	6	.	5	1	.	1	.	1	.	1	1	.	328	1.8
JOB LISTINGS WITH EMPLYMNT AGENCIES	2	268	25	6	7	2	10	5	2	1	1	1	1	.	.	.	331	1.9
COLLEGE FACULTY/STAFF REFERRALS	4	174	71	24	25	3	12	8	4	3	2	.	2	.	2	.	334	4.5
CURRENT EMPLOYEE REFERRALS	4	112	85	24	29	11	34	19	10	4	2	2	1	.	.	3	340	7.2
MINORITY CAREER PROGRAMS	3	211	53	26	18	1	6	3	1	2	.	.	1	.	1	1	327	2.9
WOMENS CAREER PROGRAMS	4	243	40	13	13	2	4	1	.	2	.	.	.	.	.	1	323	2.1
HIGH DEMAND MAJOR PROGRAMS	4	247	21	9	9	2	5	7	2	1	1	4	1	.	2	2	317	4.4
COOPERATIVE EDUCATION PROGRAMS	5	198	46	17	16	6	21	12	3	4	1	.	1	2	1	.	333	4.8
SUMMER EMPLOYMENT	4	186	64	26	13	8	19	10	2	2	2	1	2	.	1	1	341	4.7
PART-TIME EMPLOYMENT	3	240	36	13	7	3	8	3	1	1	1	.	2	.	.	.	318	2.4
INTERNSHIP PROGRAMS	4	203	47	13	17	4	12	15	3	1	.	1	2	.	1	1	324	4.5
WALK-INS	3	179	52	24	23	4	9	19	11	3	5	.	1	.	1	.	334	5.5
WRITE-INS	2	119	56	24	30	9	29	36	13	7	9	4	.	1	2	2	343	9.8
RESPONSES FROM WANT ADS	4	193	43	21	22	8	14	9	9	4	5	2	2	1	1	.	338	5.6

OBSERVATION: EMPLOYERS REPORT THAT THEIR MOST SUCCESSFUL SOURCES FOR OBTAINING TECHNICAL COLLEGE GRADUATES ARE THE FOLLOWING: ON CAMPUS INTERVIEWING /49.3%/, CURRENT EMPLOYEE REFERRALS /7.2%/, WRITE-INS /9.8%/, JOB LISTINGS WITH PLACEMENT OFFICES /6.5%/, WALK-INS /5.5%/, AND WANT ADS /5.6%/. THE REMAINING SOURCES PROVIDE FEWER THAN 5% OF THE NEW HIRES EACH.

WHAT PERCENT OF NON-TECHNICAL NEW COLLEGE GRADUATES HIRED LAST YEAR, 1982-83, BY YOUR ORGANIZATION WERE FROM THE FOLLOWING SOURCES?

	PERCENTAGE OF NEW HIRES FROM EACH SOURCE																TOTAL	WEIGHTED
	NO RESPONSE	0%	1-2%	3-4%	5-6%	7-8%	9-10%	11-20%	21-30%	31-40%	41-50%	51-60%	60-70%	71-80%	81-90%	91-100%		
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
SOURCES FOR NON-TECHNICAL GRADUATES																		
ON-CAMPUS INTERVIEWING	6	125	13	5	7	5	7	11	19	17	21	17	21	26	36	31	367	37.8
JOB LISTINGS WITH PLACEMENT OFFICE	3	185	52	19	18	4	13	8	4	3	6	2	.	3	3	6	329	7.3
UNSOLICITED REFERRALS FROM PLACMNT	3	233	52	13	10	2	5	2	1	1	2	.	.	.	.	1	325	2.1
REFERRALS FROM CAMPUS ORGANIZATIONS	3	252	35	15	4	.	4	2	.	1	2	.	1	.	1	1	321	2.3
JOB LISTINGS WITH EMPLYMNT AGENCIES	3	250	29	7	5	1	7	2	8	4	3	.	.	.	1	.	320	3.1
COLLEGE FACULTY/STAFF REFERRALS	3	194	56	27	19	3	9	7	3	1	3	1	.	.	2	1	329	4.0
CURRENT EMPLOYEE REFERRALS	5	123	58	34	22	7	29	23	13	4	10	2	2	1	.	1	334	8.7
MINORITY CAREER PROGRAMS	2	214	42	23	15	2	7	4	4	2	2	2	.	.	.	1	320	3.3
WOMENS CAREER PROGRAMS	2	247	31	15	8	1	5	2	1	3	2	1	.	.	.	.	318	2.0
HIGH DEMAND MAJOR PROGRAMS	2	252	17	10	5	1	5	6	1	2	3	1	.	2	1	.	308	3.1
COOPERATIVE EDUCATION PROGRAMS	1	227	43	12	9	1	8	4	2	1	3	1	1	.	.	.	313	2.5
SUMMER EMPLOYMENT	2	199	49	14	19	7	19	5	3	1	3	.	.	.	.	2	323	3.8
PART-TIME EMPLOYMENT	3	229	34	18	13	1	11	3	2	1	4	.	.	.	.	1	320	2.9
INTERNSHIP PROGRAMS	2	207	45	20	18	4	12	6	4	1	3	.	1	.	1	1	325	3.6
WALK-INS	2	153	35	23	22	5	25	18	11	12	10	2	1	1	4	1	325	9.6
WRITE-INS	2	109	44	27	25	11	35	25	17	10	17	4	1	2	7	2	338	13.2
RESPONSES FROM WANT ADS	3	184	34	13	12	6	27	14	7	4	4	3	5	6	3	.	325	8.5

OBSERVATIONS: NON-TECHNICAL GRADUATES WERE MOST OFTEN RECRUITED FROM ON-CAMPUS INTERVIEWS /38.2%/, WRITE-INS /12.7%/, WALK-INS /9.6%/, WANT ADS /8.8%/, CURRENT EMPLOYEE REFERRALS /8.7%/, AND JOB LISTINGS WITH PLACEMENT OFFICES /7.3%/. THE REMAINING SOURCES EACH PROVIDE ONLY A FEW NEW COLLEGE HIRES.

IN YOUR ORGANIZATION, WHAT IS THE APPROXIMATE PREEMPLOYMENT COST PER HIRE FOR NEW COLLEGE GRADUATES?

	FREQUENCY	CUM FREQ	PERCENT	CUM PERCENT
.	315	.	.	.
2	1	1	0.315	0.315
3	1	2	0.315	0.631
4	1	3	0.315	0.946
10	1	4	0.315	1.262
20	1	5	0.315	1.577
25	1	6	0.315	1.893
28	1	7	0.315	2.208
30	1	8	0.315	2.524
45	1	9	0.315	2.839
50	3	12	0.946	3.785
60	1	13	0.315	4.101
100	13	26	4.101	8.202
110	1	27	0.315	8.517
125	1	28	0.315	8.833
135	1	29	0.315	9.148
150	2	31	0.631	9.779
175	1	32	0.315	10.095
200	11	43	3.470	13.565
224	1	44	0.315	13.880
237	1	45	0.315	14.196
250	9	54	2.839	17.035
287	1	55	0.315	17.350
300	12	67	3.785	21.136
344	1	68	0.315	21.451
350	5	73	1.577	23.028
400	6	79	1.893	24.921
428	1	80	0.315	25.237
500	27	107	8.517	33.754
525	1	108	0.315	34.069
528	1	109	0.315	34.385
550	2	111	0.631	35.016
555	1	112	0.315	35.331
597	1	113	0.315	35.647
600	5	118	1.577	37.224
650	4	122	1.262	38.486
652	1	123	0.315	38.801
666	1	124	0.315	39.117
680	1	125	0.315	39.432
700	1	126	0.315	39.748
725	1	127	0.315	40.063
750	5	132	1.577	41.640
770	1	133	0.315	41.956
800	6	139	1.893	43.849
900	2	141	0.631	44.479
950	2	143	0.631	45.110
1000	20	163	6.309	51.420
1100	3	166	0.946	52.366
1150	1	167	0.315	52.681
1155	1	168	0.315	52.997
1172	1	169	0.315	53.312
1200	12	181	3.785	57.098
1250	4	185	1.262	58.360
1330	1	186	0.315	58.675
1333	1	187	0.315	58.991
1400	1	188	0.315	59.306
1500	15	203	4.732	64.038
1600	1	204	0.315	64.353
1700	1	205	0.315	64.669
1800	2	207	0.631	65.300
1874	1	208	0.315	65.615
1946	1	209	0.315	65.931
2000	23	232	7.256	73.186
2050	1	233	0.315	73.502
2100	1	234	0.315	73.817
2200	1	235	0.315	74.132
2462	1	236	0.315	74.448
2500	8	244	2.524	76.972
2600	1	245	0.315	77.287
2750	1	246	0.315	77.603
2800	2	248	0.631	78.233
2850	1	249	0.315	78.549
3000	11	260	3.470	82.019
3200	2	262	0.631	82.650
3300	1	263	0.315	82.965
3350	1	264	0.315	83.281
3355	1	265	0.315	83.596
3400	1	266	0.315	83.912
3500	7	273	2.208	86.120
3555	1	274	0.315	86.435
3575	1	275	0.315	86.751
3700	1	276	0.315	87.066
3890	1	277	0.315	87.382
4000	8	285	2.524	89.905
4100	1	286	0.315	90.221
4200	1	287	0.315	90.536
4265	1	288	0.315	90.852
4333	2	290	0.631	91.483
4395	1	291	0.315	91.798
4500	1	292	0.315	92.114
5000	7	299	2.208	94.322
5500	3	302	0.946	95.268
5800	1	303	0.315	95.584
6000	4	307	1.262	96.845
7000	1	308	0.315	97.161
7500	1	309	0.315	97.476
9000	2	311	0.631	98.107
8500	1	312	0.315	98.423
8800	1	313	0.315	98.738
9000	1	314	0.315	99.054
10000	3	317	0.946	100.000

OBSERVATIONS: ON THE AVERAGE, THE APPROXIMATE PRE-EMPLOYMENT COST PER HIRE IS $1,733. ACCORDING TO THE SURVEYED EMPLOYERS, OVER 26.8% REPORTED COSTS GREATER THAN $2,000 FOR EACH NEW HIRE. THREE EMPLOYERS ESTIMATED THE COST AT $10,000 PER NEW HIRE.

HOW OFTEN WILL THE FOLLOWING FACTORS LEAD TO A REJECTION FROM YOUR ORGANIZATION DURING THE CAMPUS INTERVIEW?

	FREQUENCY OF REJECTION										TOTAL RESPONSE		TOTAL
	ALWAYS		ALMOST ALWAYS		SOME-TIMES		SELDOM		NEVER				
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
FACTORS LEADING TO REJECTION													
UNWILLINGNESS TO TRAVEL	53	12	91	20	178	39	100	22	38	8	460	100	3.0
UNWILLINGNESS TO RELOCATE	104	23	128	28	141	31	60	13	27	6	460	100	2.5
LITTLE OR NO KNOWLEDGE OF ORGANIZ	13	3	107	23	183	40	127	27	32	7	462	100	3.1
QUESTIONABLE CAREER PLANS	38	8	139	30	230	50	42	9	11	2	460	100	2.7
QUESTIONS ABOUT COMPENSATION	2	0	26	6	104	23	205	45	122	27	459	100	3.9
UNSATISFACTORY APPEARANCE	88	19	192	42	136	30	33	7	5	1	454	100	2.3
UNSATISFACTORY RESUME	30	7	153	33	213	47	49	11	13	3	458	100	2.7
ASKS FEW OR NO QUESTIONS	27	6	172	38	216	47	35	8	8	2	458	100	2.6
NO ATTEMPT TO SELL GOOD QUALITIES	36	8	174	38	208	45	34	7	6	1	458	100	2.6
ALREADY HAS OTHER JOB OFFERS	4	1	20	4	99	22	196	43	140	31	459	100	4.0
DOES NOT APPEAR ENTHUSIASTIC	63	14	222	49	159	35	6	1	5	1	455	100	2.3
UNSATIS PERSONALITY/MANNERISMS	93	20	209	46	137	30	15	3	2	0	456	100	2.2
UNSATISFACTORY VERBAL SKILLS	119	26	229	50	100	22	8	2	2	0	458	100	2.0
LITTLE INTEREST IN JOB	168	37	209	46	64	14	13	3	2	0	456	100	1.8
PAST HISTORY OF JOB HOPPING	46	10	141	31	216	47	43	9	9	2	455	100	2.6
INABILITY TO COMMUNICATE	176	39	203	45	70	15	3	1	1	0	453	100	1.8
IMMATURE	100	22	180	40	150	33	15	3	6	1	451	100	2.2
LACK OF JOB RELATED SKILLS	92	20	122	27	172	38	58	13	11	2	455	100	2.5
POORLY COMPLETED APPLICATION	26	6	139	31	224	49	54	12	10	2	453	100	2.7
LACK OF WORK EXPERIENCES	6	1	37	8	222	49	157	35	31	7	453	100	3.4
INDICATION OF POOR WORK HABITS	161	35	214	47	73	16	8	2	2	0	458	100	1.9

OBSERVATIONS: THOSE FACTORS THAT WILL ALMOST ALWAYS LEAD TO A REJECTION FROM AN EMPLOYING ORGANIZATION DURING THE CAMPUS INTERVIEW ARE THE FOLLOWING: INABILITY TO COMMUNICATE, LITTLE INTEREST IN THE JOB, INDICATION OF POOR WORK HABITS, UNSATISFACTORY VERBAL SKILLS, IMMATURITY, UNSATISFACTORY PERSONALITY OR MANNERISMS, UNSATISFACTORY APPEARANCE, AND LACK OF ENTHUSIASM.

SELDOM WILL QUESTIONS ABOUT COMPENSATION OR MENTIONING OTHER JOB OFFERS LEAD TO A REJECTION DECISION. SOMETIMES THE FOLLOWING WILL CAUSE REJECTION: LACK OF JOB RELATED SKILLS, UNWILLINGNESS TO RELOCATE, ASKING FEW OR NO QUESTIONS, NO ATTEMPT TO SELL GOOD QUALITIES, PAST HISTORY OF JOB HOPPING, QUESTIONABLE CAREER PLANS, UNSATISFACTORY RESUME, POORLY COMPLETED APPLICATION, UNWILLINGNESS TO TRAVEL, LITTLE OR NO KNOWLEDGE OF ORGANIZATION, AND LACK OF WORK EXPERIENCES.

IN YOUR INITIAL SCREENING INTERVIEWS ON COLLEGE CAMPUSES, HOW IMPORTANT IS IT THAT YOU OBTAIN INFORMATION FROM AN APPLICANT REGARDING THE FOLLOWING TOPICS:

	LEVELS OF IMPORTANCE										TOTAL RESPONSE		TOTAL
	ALWAYS		ALMOST ALWAYS		SOME-TIMES		SELDOM		NEVER				
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
INFORMATION SOURCES													
GRADES	239	53	138	30	63	14	12	3	3	1	455	100	1.7
MOST/LEAST SUCCESSFUL COURSE WORK	92	20	200	44	143	31	13	3	6	1	454	100	2.2
KNOWLEDGE OF FIELD	105	23	190	42	133	29	21	5	2	0	451	100	2.2
PAST EMPLOYMENT HISTORY	134	30	177	39	112	25	27	6	1	0	451	100	2.1
LONG-TERM CAREER GOALS	70	16	189	42	150	33	38	8	4	1	451	100	2.4
WRITING ABILITY	58	13	166	37	172	38	51	11	2	0	449	100	2.5
SPEAKING ABILITY	168	37	210	46	63	14	11	2	1	0	453	100	1.8
CANDIDATES CONTRIBUTION TO ORGANIZATION	56	12	198	44	172	38	22	5	2	0	450	100	2.4
REASONS FOR INTERSEST IN ORGANIZATION	110	24	220	49	105	23	15	3	3	1	453	100	2.1
ENTHUSIASM ABOUT THE JOB	166	37	215	48	61	14	7	2	2	0	451	100	1.8
REASONS FOR CAREER CHOICE	120	27	214	47	97	21	17	4	4	1	452	100	2.1
EXTRA CURRICULAR ACTIVIES	45	10	154	34	186	41	58	13	6	1	449	100	2.6
PHYSICAL APPEARANCE	79	18	152	34	151	34	46	10	14	3	442	100	2.5
REASONS FOR COLLEGE/UNIV CHOICE	28	6	85	19	202	45	113	25	21	5	449	100	3.0
COMPOSURE DURING INTERVIEW	93	21	225	50	115	25	17	4	2	0	452	100	2.1
QUALITIES EXPECTED/DESIRED IN BOSS	19	4	78	17	204	45	126	28	24	5	451	100	3.1
PEOPLE WITH WHOM HE/SHE WORKS BEST	21	5	100	22	212	47	96	21	22	5	451	100	3.0
CHALLENGES EXPECTED ON THE JOB	58	13	215	48	148	33	21	5	5	1	447	100	2.3
HIS/HER SELF-PORTRAIT/ANALYSIS	86	19	206	46	131	29	23	5	5	1	451	100	2.2
REFERENCES	52	12	80	18	155	34	126	28	37	8	450	100	3.0
WORK SAMPLES	7	2	35	8	165	37	190	42	53	12	450	100	3.5
HEALTH	44	10	84	19	145	32	119	27	57	13	449	100	3.1
SALARY REQUIRMENTS	38	8	98	22	157	35	115	25	45	10	453	100	3.1
OTHER ORGANIZATION CONSIDERATIONS	7	2	41	9	183	41	156	35	62	14	449	100	3.5

	LEVELS OF IMPORTANCE										TOTAL RESPONSE		TOTAL
	ALWAYS		ALMOST ALWAYS		SOME-TIMES		SELDOM		NEVER				
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
INFORMATION SOURCES													
ORGANIZATION FACILITY EXPECTATIONS	9	2	31	7	148	33	169	38	89	20	446	100	3.7
PERSONAL VALUE SYSTEM	68	15	137	31	157	35	60	13	27	6	449	100	2.6
INTRINSIC REWARDS EXPECTED	48	11	143	32	202	45	51	11	7	2	451	100	2.6
GEOGRAPHICAL REQUIREMENTS	151	33	176	39	94	21	25	6	6	1	452	100	2.0
ADVANCEMENT EXPECTATIONS	64	14	172	38	169	38	37	8	6	1	448	100	2.4
FRIENDS OF APPLICANT	5	1	11	2	107	24	168	37	158	35	449	100	4.0

OBSERVATIONS: DURING INITIAL SCREENING INTERVIEWS ON COLLEGE CAMPUSES, IT IS ALMOST ALWAYS IMPORTANT THAT EMPLOYERS OBTAIN INFORMATION ABOUT THE FOLLOWING: GRADES, SPEAKING ABILITY, ENTHUSIASM ABOUT THE JOB, REASONS FOR CAREER CHOICE, GEOGRAPHICAL REQUIREMENTS, PAST EMPLOYMENT, REASONS FOR INTEREST IN THE ORGANIZATION, COMPOSURE DURING INTERVIEW, MOST/LEAST SUCCESSFUL COURSE WORK, KNOWLEDGE OF FIELD, HIS/HER SELF-PORTRAIT/ANALYSIS, CHALLENGES EXPECTED ON THE JOB, LONG-TERM CAREER GOALS, CANDIDATE'S CONTRIBUTION TO THE ORGANIZATION AND ADVANCEMENT EXPECTATIONS.

SOMETIMES IT IS IMPORTANT TO LEARN ABOUT THE FOLLOWING: WRITING ABILITY, PHYSICAL APPEARANCE, EXTRACURRICULAR ACTIVITIES, PERSONAL VALUE SYSTEM, REASONS FOR COLLEGE/UNIVERSITY CHOICE, PEOPLE WITH WHOM HE/SHE WORKS BEST, QUALITIES EXPECTED/DESIRED IN A BOSS, REFERENCES, HEALTH, SALARY REQUIREMENTS, WORK SAMPLES, AND OTHER ORGANIZATIONAL CONSIDERATIONS.

SELDOM IS IT IMPORTANT THAT EMPLOYERS OBTAIN INFORMATION ABOUT FRIENDS OF AN APPLICANT OR A CANDIDATE'S EXPECTATIONS ABOUT FACILITIES AT THE ORGANIZATION.

WHICH OF THE FOLLOWING DO YOU CONSIDER APPROPRIATE TOPICS FOR GRADUATING STUDENTS TO ASK DURING AN INITIAL, ON-CAMPUS INTERVIEW WITH YOUR ORGANIZATION?

	LEVELS OF APPROPRIATENESS										TOTAL RESPONSE		TOTAL
	ALWAYS		ALMOST ALWAYS		SOME-TIMES		SELDOM		NEVER				
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
TOPICS FOR INITIAL INTERVIEWS													
ACCOMPLISHMENTS OF ORGANIZATION	200	44	168	37	66	15	13	3	4	1	451	100	1.8
DESCRIPTION OF JOB TASKS	281	62	135	30	27	6	4	1	3	1	450	100	1.5
SPECIAL DEMANDS OF POSITION	216	49	143	32	72	16	11	2	3	1	445	100	1.7
SALARY	95	21	86	19	129	29	88	20	50	11	448	100	2.8
FRINGE BENEFITS	88	20	100	22	135	30	88	20	36	8	447	100	2.7
PERSONALITY/ABILITIES OF BOSSES	26	6	70	16	153	34	144	32	55	12	448	100	3.3
PERSONALITY/ABILITIES OF EMPLOYEES	30	7	76	17	144	32	138	31	60	13	448	100	3.3
ADVANCEMENT POTENTIAL	205	46	160	36	60	14	13	3	6	1	444	100	1.8
PERSONNEL PROBLEMS IN ORGANIZATION	24	5	48	11	110	25	167	37	97	22	446	100	3.6
PREVIOUS JOB HOLDERS	43	10	80	18	143	32	109	25	67	15	442	100	3.2
GEOGRAPHICAL REQUIREMENTS	221	50	131	30	71	16	14	3	6	1	443	100	1.8
ORGANIZATIONAL STRUCTURE	155	35	156	35	102	23	28	6	7	2	448	100	2.1
PHYSICAL FACILITIES OF ORGANIZ	68	15	90	20	183	41	76	17	26	6	443	100	2.8
OTHER APPLICANTS FOR THE POSITION	16	4	20	5	93	21	163	37	151	34	443	100	3.9
HIS/HER SUGGESTIONS FOR IMPRVMENT	10	2	29	7	91	21	143	32	167	38	440	100	4.0
BAD GRADES/QUESTIONABLE PAST EMPLY	100	23	109	25	142	33	67	15	18	4	436	100	2.5
SPECIAL SKILLS OR ABIILITES	227	52	153	35	51	12	7	2	2	0	440	100	1.6
EXTRA-CURRICULAR ACTIVITIES	135	31	167	38	107	24	29	7	4	1	442	100	2.1
PERSONAL VALUES	116	27	138	32	131	30	37	8	15	3	437	100	2.3
HIS/HER WEAKNESSES	104	24	126	29	147	33	40	9	22	5	439	100	2.4

OBSERVATIONS: EMPLOYERS SUGGEST THAT APPROPRIATE TOPICS FOR GRADUATING STUDENTS TO DISCUSS DURING CAMPUS INTERVIEWS ARE: DESCRIPTION OF JOB TASKS, SPECIAL SKILLS OR ABILITIES, SPECIAL DEMANDS OF POSITION, ACCOMPLISHMENTS OR ORGANIZATION, ADVANCEMENT POTENTIAL, GEOGRAPHICAL REQUIREMENTS, ORGANIZATIONAL STRUCTURE, EXTRA-CURRICULAR ACTIVITIES, PERSONAL VALUES, AND HIS/HER WEAKNESSES.

"SOMETIMES" APPROPRIATE AS TOPICS DURING INITIAL INTERVIEWS ARE: BAD GRADES/QUESTIONABLE PAST EMPLOYMENT, FRINGE BENEFITS, SALARY, PHYSICAL FACILITIES OF ORGANIZATION, PREVIOUS JOB HOLDERS, PERSONALITY/ABILITIES OF BOSSES, AND PERSONALITY/ABILITIES OF EMPLOYEES.

SELDOM SHOULD GRADUATING STUDENTS ASK ABOUT PERSONNEL PROBLEMS IN THE ORGANIZATION, OTHER APPLICANTS FOR THE POSITION, OR HIS/HER SUGGESTIONS FOR IMPROVEMENT OF THE ORGANIZATION.

HOW IMPORTANT ARE EACH OF THE FOLLOWING PROBLEMS WHEN RECRUITING NEW COLLEGE GRADUATES FOR EMPLOYMENT IN YOUR ORGANIZATION?

	LEVELS OF IMPORTANCE										TOTAL RESPONSE		TOTAL
	EXTREMELY HIGH		HIGH		MEDIUM		LOW		NO				
PROBLEMS WHEN RECRUITING	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
RECRUITS THAT MEET STANDARDS	203	44	156	34	71	15	20	4	10	2	460	100	1.9
MINORITIES THAT MEET STANDARDS	210	46	150	33	58	13	33	7	7	2	458	100	1.9
HANDICAPPERS THAT MEET STANDARDS	109	24	129	28	127	28	66	14	25	5	456	100	2.5
WOMENT THAT MEET STANDARDS	103	22	151	33	113	25	64	14	27	6	458	100	2.5
COLLEGE GRADS WITHIN PAY CONSTRNTS	40	9	81	18	154	33	137	30	48	10	460	100	3.2
ORGANIZATIONS IDENTITY	40	9	114	25	165	36	101	22	37	8	457	100	3.0
COMPETITION WITH LARGER ORGANIZ	44	10	126	28	147	32	107	24	29	6	453	100	2.9
STUDENT KNOWLEDGE OF CAREER OPPOR	34	8	138	31	197	44	76	17	7	2	452	100	2.7
CONVINCING RECRUITS TO RELOCATE	42	9	107	24	151	33	114	25	37	8	451	100	3.0
COMPETITION FOR NEW COLLEGE GRADS	104	23	168	37	122	27	41	9	15	3	450	100	2.3
VACANCIES AT TIME OF THE CONTACT	55	12	120	27	148	33	85	19	34	8	442	100	2.8
FINDING MOTIVATED COLLEGE GRADS	62	14	124	28	137	31	97	22	28	6	448	100	2.8
OPPORTUNITY FOR ACADEMIC WORK	16	4	73	16	173	38	138	30	55	12	455	100	3.3

OBSERVATIONS: THE MOST PERSISTENT PROBLEMS FACING RECRUITERS TODAY ARE FINDING RECRUITS THAT MEET THEIR STANDARDS, FINDING STUDENTS WITH KNOWLEDGE OF THEIR ORGANIZATIONS CAREER OPPORTUNITIES AT THE TIME OF CONTACT, FINDING MOTIVATED COLLEGE GRADUATES, COMPETITION WITH LARGER ORGANIZATIONS, THE ORGANIZATION'S IDENTITY, CONVINCING RECRUITS TO RELOCATE, FINDING COLLEGE GRADUATES WITHIN PAY CONSTRAINTS, AND THE AVAILABILITY OF OPPORTUNITIES FOR ACADEMIC WORK NEAR THE ORGANIZATION.

WHEN ECONOMIC CONDITIONS FORCE A CUTBACK IN NUMBERS OF NEW COLLEGE GRADUATES TO BE HIRED AFTER A RECRUITING DATE HAS BEEN BOOKED, HOW DOES YOUR ORGANIZATION HANDLE THE SITUATION?

	FREQUENCY OF USE 26										TOTAL RESPONSE		TOT-AL
	EXTREMELY HIGH		HIGH		MEDIUM		LOW		NO				
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
ALTERNATIVES FOR CUTBACKS IN RECRUITING													
CANCEL RECRUITING TRIP	91	22	107	25	89	21	80	19	55	13	422	100	2.8
RETAIN TRIP AS COURTESTY TO STDNTS	37	9	80	19	103	25	93	23	99	24	412	100	3.3
REQUEST CREDENTIALS ONLY-NO VISIT	31	8	49	12	147	36	94	23	89	22	410	100	3.4

OBSERVATIONS: WHEN ECONOMIC CONDITIONS CAUSE A CUTBACK IN QUOTAS FOR NEW COLLEGE HIRES AFTER RECRUITING DATES HAVE ALREADY BEEN ARRANGED, MOST EMPLOYERS CANCEL THEIR RECRUITING TRIPS. ALTHOUGH 18% REPORT THAT THEY SELDOM DO THIS AND 13% REPORT THAT THEY NEVER DO THIS. SOMETIMES EMPLOYERS RETAIN TRIPS AS A COURTESY TO STUDENTS AND SOMETIMES THEY MERELY REQUEST CREDENTIALS OF INTERESTED STUDENTS.

IN RESUMES PREPARED BY GRADUATING STUDENTS FOR APPLYING TO YOUR ORGANIZATION, HOW IMPORTANT ARE THE FOLLOWING:

	LEVELS OF IMPORTANCE														
	NO RESPONSE		EXTREMELY HIGH		HIGH		MEDIUM		LOW		NO		TOTAL RESPONSE		TOTAL
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
RESUME MATERIALS															
CHRONOLOGICAL RESUME	.	.	91	21	175	40	120	28	33	8	16	4	435	100	2.3
FUNCTIONAL RESUME	.	.	23	5	112	26	171	39	98	23	31	7	435	100	3.0
COMBIN FUNCTIONAL AND CHRONOLOGICAL	.	.	65	15	160	37	147	34	43	10	21	5	436	100	2.5
TARGETED RESUME FOR POSITION	.	.	46	10	123	28	147	33	88	20	39	9	443	100	2.9
PICTURE ON RESUME	.	.	12	3	26	6	45	10	108	24	259	58	450	100	4.3
A STATED CAREER OBJECTIVE	.	.	109	24	173	38	123	27	30	7	15	3	450	100	2.3
EDUCATIONAL EXPERIENCES	.	.	219	53	166	40	26	6	.	.	1	0	412	100	1.5
DEGREES RECEIVED	.	.	273	61	153	34	20	4	3	1	2	0	451	100	1.5
INSTITUTIONS ATTENDED	.	.	212	48	167	37	52	12	13	3	2	0	446	100	1.7
DATES OF ATTENDANCE	.	.	172	39	164	37	72	16	25	6	9	2	442	100	1.9
ACADEMIC MAJORS	.	.	236	55	155	36	32	7	3	1	1	0	427	100	1.5
ACADEMIC MINORS	.	.	123	29	130	31	125	30	39	9	4	1	421	100	2.2
GRADE POINT AVERAGES	.	.	186	42	158	36	76	17	14	3	4	1	438	100	1.8
SUMMARY OF COURSES TAKEN	.	.	55	12	109	25	150	34	104	24	23	5	441	100	2.8
WORK EXPERIENCES	.	.	223	55	138	34	42	10	4	1	1	0	408	100	1.6
JOB TITLES	.	.	125	28	157	35	120	27	41	9	2	0	445	100	2.2
ORGANIZATIONS	28	3	241	24	356	36	272	27	79	8	19	2	995	100	2.2
ADDRESSES	.	.	76	17	107	24	141	32	89	20	28	6	441	100	2.7
DATES OF EMPLOYMENT	1	0	271	43	244	39	84	13	20	3	4	1	624	100	1.8
DUTIES AND JOB RESPONSIBILITIES	.	.	289	50	225	39	53	9	10	2	5	1	582	100	1.7
MAJOR ACCOMPLISHMENTS	.	.	147	26	191	34	132	24	44	8	44	8	558	100	2.4
PUBLICATIONS	.	.	52	9	108	19	202	36	150	27	47	8	559	100	3.1
SPEECHES AND MAJOR ADDRESSES	.	.	66	12	89	16	204	36	158	28	50	9	567	100	3.1
FOREIGN LANGUAGE COMPETENCIES	1	0	104	19	64	11	155	28	166	30	72	13	562	100	3.1
COMMUNITY GROUPS	144	24	43	7	105	17	192	32	101	17	17	3	602	100	2.7

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IN RESUMES PREPARED BY GRADUATING STUDENTS FOR APPLYING TO YOUR ORGANIZATION, HOW IMPORTANT ARE THE FOLLOWING FOLLOWING:

	LEVELS OF ACCEPTANCE														
	NO RESPONSE		EXTREMELY HIGH		HIGH		MEDIUM		LOW		NO		TOTAL RESPONSE		TOT-AL
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
RESUME MATERIALS															
PROFESSIONAL ASSOC AND MEMBERSHIPS	40	7	103	17	224	37	162	27	57	10	12	2	598	100	2.4
COLLEGE ORGANIZATIONS	122	21	54	9	171	30	165	29	52	9	10	2	574	100	2.5
HIGH SCHOOL ORGANIZATIONS	19	3	74	13	63	11	155	27	198	34	70	12	579	100	3.2
LEADERSHIP POSITIONS IN HIGH SCH	121	21	24	4	67	12	165	29	137	24	58	10	572	100	3.0
HONORS AND AWARDS	16	3	167	29	225	39	129	22	28	5	10	2	575	100	2.1
TRAVEL EXPERIENCES	123	21	15	3	46	8	130	23	195	34	64	11	573	100	3.2
LIST OF REFERENCES	20	4	102	19	132	25	136	26	105	20	37	7	532	100	2.7
FORMER WORK SUPERVISORS	119	21	84	15	163	29	100	18	77	14	27	5	570	100	2.5
MINISTERS	20	4	49	9	45	8	87	15	212	37	153	27	566	100	3.7
POLITICIANS	119	21	5	1	12	2	65	11	190	33	177	31	568	100	3.8
PERSONAL REFERENCES	27	5	50	9	89	16	120	21	184	32	102	18	572	100	3.3
NAMES	119	21	75	13	113	20	104	18	103	18	57	10	571	100	2.8
ADDRESSES	21	4	104	18	139	25	114	20	121	21	68	12	567	100	2.8
PHONE NUMBERS	.	.	75	13	179	31	132	23	119	21	69	12	574	100	2.9
COPY OF TRANSCRIPT ATTACHED	1	0	96	17	147	25	187	32	112	19	34	6	577	100	2.7
COURSES AND GRADES ATTACHED	1	0	75	13	135	24	182	32	146	25	34	6	573	100	2.9
LETTERS OF RECCOMMENDATION	1	0	23	4	66	11	179	31	225	39	81	14	575	100	3.5
PERSONAL DATA	.	.	47	8	105	18	172	30	161	28	84	15	569	100	3.2
RESUME REPRODUCTION	1	0	42	8	101	19	187	36	124	24	63	12	518	100	3.1
COLORED PAPER	1	0	7	1	34	6	145	25	234	41	153	27	574	100	3.9
ONE PAGE MAXIMUM	.	.	70	12	116	20	175	31	133	23	77	13	571	100	3.1
TWO PAGES MAXIMUM	1	0	55	10	119	21	159	28	154	27	87	15	575	100	3.2
MORE THAN TWO PAGES IF NEEDED	1	0	14	2	31	5	121	21	230	40	177	31	574	100	3.9
TYPESET COPY	1	0	25	4	58	10	180	31	205	36	105	18	574	100	3.5
PROFESSIONALLY PRINTED	.	.	28	5	65	11	191	33	188	33	106	18	578	100	3.5

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OBSERVATIONS: TO ASSIST GRADUATING STUDENTS WITH THE PREPARATION OF THEIR RESUMES, EMPLOYER OPINIONS WERE REQUESTED. ACCORDING TO THE SURVEYED EMPLOYERS, THE FOLLOWING ARE OF HIGH IMPORTANCE AND SHOULD BE INCLUDED IN RESUMES: EDUCATIONAL EXPERIENCES, DEGREES RECEIVED, ACADEMIC MAJORS, WORK EXPERIENCES, DUTIES AND JOB RESPONSIBILITIES, INSTITUTIONS ATTENDED, GRADE POINT AVERAGES, DATES OF EMPLOYMENT, DATES OF ATTENDANCE, HONORS AND AWARDS, ACADEMIC MINORS, JOB TITLES, WORK ORGANIZATIONS, CHRONOLOGICAL RESUME, A STATED CAREER OBJECTIVE, MAJOR ACCOMPLISHMENTS, AND PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS.

EMPLOYERS INDICATE THAT THE FOLLOWING ITEMS ARE OF MEDIUM IMPORTANCE AND, THEREFORE, THEIR USE IS ENCOURAGED IN RESUMES: COMBINATION FUNCTIONAL AND CHRONOLOGICAL RESUME, COLLEGE ORGANIZATIONS, FORMER WORK SUPERVISORS, COMMUNITY GROUPS, LIST OF REFERENCES WITH NAMES, ADDRESSES, AND TELEPHONE NUMBERS, COPY OF TRANSCRIPTS OR LIST OF COURSES AND GRADES ATTACHED, SUMMARY OF COURSES TAKEN, TARGETED RESUME FOR POSITION, LEADERSHIP POSITIONS IN HIGH SCHOOL, PUBLICATIONS, SPEECHES AND MAJOR ADDRESSES, FOREIGN LANGUAGE COMPETENCIES, ONE OR TWO PAGES MAXIMUM, PERSONAL DATA INCLUDED, TRAVEL EXPERIENCES, AND HIGH SCHOOL ORGANIZATIONS.

HOWEVER, EMPLOYERS REPORT FINDING THE FOLLOWING ITEMS TO BE OF LOW OR LIMITED IMPORTANCE AS A RESULT, CANDIDATES SHOULD PROBABLY INCORPORATE THEM AS INDIVIDUAL NEEDS DICTATE: LETTERS OF RECOMMENDATION, TYPESET COPY, PROFESSIONAL PRINTING, REFERENCES FROM MINISTERS OR POLITICIANS, RESUMES PRINTED ON COLORED PAPER, MORE THAN TWO PAGES IF NEEDED, AND A PICTURE ON THE RESUME.

DOES YOUR ORGANIZATION PROVIDE A TRAINING PROGRAM FOR NEW COLLEGE HIRES?

	FREQUENCY	CUM FREQ	PERCENT	CUM PERCENT
NO RESPONSE	39	.	.	.
YES	443	443	74.705	74.705
NO	150	593	25.295	100.000

IF SO, WHICH OF THE FOLLOWING ARE PROVIDED?

	FREQUENCY OF USE														
	NO RESPONSE		ALWAYS		ALMOST ALWAYS		SOME-TIMES		SELDOM		NEVER		TOTAL RESPONSE		TOT-AL
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
TYPES OF TRAINING															
ON-THE-JOB TRAINING	32	7	379	80	44	9	11	2	5	1	5	1	476	100	1.2
CAMPUS CLASSES	24	5	56	12	32	7	106	23	105	23	135	29	458	100	3.5
WRITTEN FORMAT	38	9	69	16	61	14	153	35	66	15	45	10	432	100	2.8
TRAINING WITHIN ORGANIZATION	5	1	244	55	124	28	62	14	8	2	4	1	447	100	1.7
ORIENTATION	34	8	302	68	71	16	26	6	3	1	8	2	444	100	1.4

OBSERVATIONS: MOST EMPLOYERS /74.7%/ PROVIDE TRAINING PROGRAMS FOR THEIR NEW HIRES. ACCORDING TO THE EMPLOYERS SURVEYED, ON-THE-JOB TRAINING AND ORIENTATIONS ARE ALWAYS PROVIDED. ACCORDING TO THOSE RESPONDING, AND TRAINING WITHIN THE ORGANIZATION IS ALMOST ALWAYS OFFERED, WHILE WRITTEN FORMAT TRAINING IS OFFERED OCCASIONALLY, BUT, CAMPUS CLASSES ARE SELDOM USED AS A MEANS OF TRAINING NEW COLLEGE HIRES.

ON THE AVERAGE, APPROXIMATELY HOW MANY HOURS OF TRAINING, EXCLUDING ON THE JOB TRAINING, WILL A NEW COLLEGE HIRE RECEIVE EACH WEEK DURING THE FIRST 6 MONTHS IN YOUR ORGANIZATION?

	HOURS OF TRAINING GIVEN NEW HIRES											
	NO RESPONSE	0 HRS.	1-2 HRS.	3-4 HRS.	5-6 HRS.	7-8 HRS.	9-10 HRS.	11-15 HRS.	16-20 HRS.	21+	TOTAL	WEIGHTED
	N	N	N	N	N	N	N	N	N	N	N	MEAN
TRAINING RECEIVED BY NEW COLLEGE HIRES												
RECEIVING TRAINING	6	78	110	57	39	29	30	21	37	58	465	8.1

OBSERVATIONS: ON THE AVERAGE, NEW COLLEGE GRADUATES RECEIVED APPROXIMATELY 8.1 HOURS OF TRAINING DURING THE FIRST 6 MONTHS ON THE JOB.

ON THE AVERAGE, APPROXIMATELY HOW MANY HOURS OF TRAINING, EXCLUDING ON THE JOB TRAINING, WILL A NEW COLLEGE HIRE RECEIVE EACH WEEK DURING THE FIRST 6 MONTHS IN YOUR ORGANIZATION?

	HOURS OF TRAINING PER WEEK											
	NO RESPONSE	0 HRS.	1-2 HRS.	3-4 HRS.	5-6 HRS.	7-8 HRS.	9-10 HRS.	11-15 HRS.	16-20 HRS.	21+	TOTAL	WEIGHTED
	N	N	N	N	N	N	N	N	N	N	N	MEAN
EMPLOYER CATEGORIES												
ACCOUNTING	.	1	3	6	3	3	2	.	.	4	22	8.7
AEROSPACE	.	5	5	2	1	1	1	.	2	.	17	4.8
AGRIBUSINESS	.	4	2	3	2	1	3	1	.	1	17	6.2
AUTOMOTIVE	.	7	5	2	.	1	.	.	.	1	16	3.2
BANKING FIN	.	4	8	3	4	4	7	1	8	11	50	12.1
CHEMICALS	.	5	7	1	1	4	3	3	2	4	30	9.0
COMMUNICATION	.	.	2	.	.	1	.	.	.	.	3	4.0
CONSTRUCTION	.	4	3	2	2	.	1	1	3	2	18	8.9
EDUCATION	.	5	12	2	1	1	1	.	2	.	24	4.0
ELECTR MACH	.	1	.	1	1	1	.	1	1	2	8	12.9
ELECTRONICS	.	5	5	5	6	1	.	2	2	.	26	5.5
RESTAURANTS	.	4	6	2	5	2	2	1	3	5	30	9.5
PACKAGING	.	1	4	1	.	.	.	.	.	1	7	5.3
GOVERNMENT	.	3	2	1	1	.	.	.	2	6	15	13.6
HOSPITALS	1	2	2	.	.	.	.	.	.	.	5	1.0
HOTELS MOTELS	.	.	1	1	.	1	1	.	1	1	7	12.0
MERCHANDISING	.	1	2	6	6	4	1	1	3	1	25	8.2
METALS PRODS	.	6	5	2	.	.	.	1	3	1	18	6.6
MILITARY	.	.	.	.	.	1	.	.	.	4	5	21.6
PETROLEUM	1	5	4	1	.	.	3	.	.	3	17	7.3
PRINTING PUBL	.	.	1	.	.	.	.	.	1	.	2	11.0
UTILITIES	.	2	11	12	4	2	3	5	4	6	49	9.1
RESEARCH	3	11	10	3	1	1	.	1	.	.	30	2.3
SERV VOL ORGS	.	1	1	.	.	.	.	.	.	.	2	1.0
TIRE RUBBER	.	.	1	.	.	.	.	1	.	.	2	8.5
CONGLOMERATES	1	1	4	1	1	.	.	.	.	3	11	9.3

OBSERVATIONS: THE NUMBERS OF HOURS OF TRAINING PER WEEK GIVEN NEW EMPLOYEES VARIES GREATLY FROM ONE EMPLOYERS CATEGORY TO ANOTHER. THE MOST TRAINING IS GIVEN BY MILITARY ORGANIZATIONS /21.6 HOURS/, GOVERNMENTAL AGENCIES /13.6 HOURS/, ELECTRICAL MACHINERY AND EQUIPMENT COMPANIES /12.9 HOURS/, BANKING AND FINANCE ORGANIZATIONS /12.1 HOURS/, AND PRINTING AND PUBLISHING FIRMS /11.0 HOURS/. OFFERING THE LEAST TRAINING TO NEW HIRES ARE SERVICE AND VOLUNTEER ORGANIZATIONS /1.0 HOUR/, HOSPITALS AND HEALTH SERVICE ORGANIZATIONS /1.0 HOUR/, RESEARCH AND CONSULTING ORGANIZATIONS /2.3 HOURS/, AUTOMOTIVE AND MECHANICAL EQUIPMENT FIRMS /3.2 HOURS/, COMMUNICATIONS EMPLOYERS /4.0 HOURS/, AND EDUCATIONAL INSTITUTIONSDS4.0 HOURS/.

IN YOUR OPINION, WHAT PERCENT OF CURRENT PROFESSIONAL EMPLOYEES IN YOUR ORGANIZATION ARE UNDER-EMPLOYED COLLEGE GRADUATES?

	PERCENTAGE OF UNDEREMPLOYMENT														TOTAL	WEIGHTED
	NO RESPONSE	0%	1-2%	3-4%	5-6%	7-8%	9-10%	11-20%	21-30%	31-40%	41-50%	51-60%	71-80%	81-90%		
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
PERCENT OF CURRENT EMPLOYEES WHO ARE UNDEREMPLOYED	4	105	84	56	54	15	69	60	15	5	9	3	1	1	481	8.8

OBSERVATIONS: ACCORDING TO EMPLOYERS SURVEYED, ONLY 8.8% OF THEIR CURRENT PROFESSIONAL EMPLOYEES ARE UNDEREMPLOYED COLLEGE GRADUATES.

IN YOUR OPINION, WHAT PERCENT OF CURRENT PROFESSIONAL EMPLOYEES IN YOUR ORGANIZATION ARE UNDER-EMPLOYED COLLEGE GRADUATES?

	PERCENT OF UNDEREMPLOYMENT AMONG COLLEGE																
	NO RES-PONSE	0%	1-2%	3-4%	5-6%	7-8%	9-10%	11-20%	21-30%	31-40%	41-50%	51-60%	71-80%	81-90%	TOT-AL	WEI-GHT-ED
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
EMPLOYER CATEGORIES																
ACCOUNTING	.	12	2	2	2	1	1	1	1	.	.	.	.	.	22	4.2
AEROSPACE	.	6	5	5	.	.	1	1	.	.	.	.	.	.	18	3.3
AGRIBUSINESS	.	5	1	3	1	.	4	2	.	.	.	.	.	.	16	6.3
AUTOMOTIVE	.	4	3	1	3	.	1	.	1	.	1	1	.	1	16	16.8
BANKING FIN	.	11	9	2	3	4	11	6	1	.	1	.	.	.	48	8.0
CHEMICALS	.	5	3	8	3	1	5	3	.	1	.	1	.	.	30	9.1
COMMUNICATION	.	.	.	2	.	.	1	.	.	.	.	.	.	.	3	6.0
CONSTRUCTION	.	6	6	.	2	1	1	1	1	.	.	.	.	.	18	5.1
EDUCATION	.	6	10	3	1	2	.	4	.	.	.	.	1	.	27	7.9
ELECTR MACH	1	1	1	1	2	.	4	.	.	.	.	.	.	.	10	6.4
ELECTRONICS	.	4	6	6	3	1	5	1	2	.	.	.	.	.	28	6.9
RESTAURANTS	.	6	2	5	4	.	5	7	1	1	.	.	.	.	31	9.9
PACKAGING	.	.	.	.	1	.	3	.	3	.	.	.	.	.	7	18.0
GOVERNMENT	.	2	3	1	3	.	1	4	.	1	1	.	.	.	16	13.0
HOSPITALS	.	.	2	1	1	.	.	.	.	.	2	.	.	.	6	19.0
HOTELS MOTELS	.	1	1	.	2	1	1	2	1	.	.	.	.	.	9	11.3
MERCHANDISING	.	4	5	4	4	.	1	6	1	.	1	.	.	.	26	10.0
METALS PRODS	.	5	2	2	2	.	5	2	.	.	.	.	.	.	18	6.3
MILITARY	.	2	.	.	1	.	.	2	.	.	1	.	.	.	6	16.0
PETROLEUM	.	5	4	1	2	.	.	1	2	.	1	.	.	.	16	9.6
PRINTING PUBL	.	.	1	.	.	.	1	.	.	.	.	.	.	.	2	6.0
UTILITIES	.	4	9	6	10	3	9	8	.	2	.	1	.	.	52	9.9
RESEARCH	2	12	4	2	.	1	5	4	.	.	1	.	.	.	31	7.0
SERV VOL ORGS	.	1	.	.	.	.	.	1	.	.	.	.	.	.	2	10.0
TIRE RUBBER	.	.	.	.	1	.	1	.	.	.	.	.	.	.	2	8.0
CONGLOMERATES	1	1	2	.	1	.	2	3	.	.	.	.	.	.	10	10.0

OBSERVATIONS: ONLY A SMALL PERCENTAGE /8.8%/ OF THOSE WORKING IN BUSINESS, INDUSTRY, GOVERNMENT AND EDUCATION ARE REPORTEDLY UNDEREMPLOYED, ACCORDING TO EMPLOYERS SURVEYED THIS YEAR. HOWEVER, THERE IS A GREAT VARIATION, RANGING FROM 19%-3.3%, AMONG EMPLOYER CATEGORIES. PACKAGING AND ALLIED INDUSTRIES /18.0%/, AND AUTOMOTIVE AND MECHANICAL EQUIPMENT FIRMS /16.8%/.

LOWEST UNDEREMPLOYMENT RATES ARE REPORTED IN AEROSPACE AND COMPONENT ORGANIZATIONS /3.3%/ AND ACCOUNTING FIRMS /4.2%/.

WHAT PERCENTAGE OF NEW COLLEGE GRADUATES LEAVE YOUR ORGANIZATION?

	PERCENTAGE LEAVING YOUR ORGANIZATION														TOTAL	WEIGHTED
	NO RESPONSE	0%	1-2%	3-4%	5-6%	7-8%	9-10%	11-20%	21-30%	31-40%	41-50%	51-60%	60-70%	81-90%		
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
DURING THE FIRST YEAR																
TECHNICAL GRADUATES	4	137	112	30	35	9	32	16	2	2	5	4	.	1	389	5.2
NON-TECHNICAL GRADUATES	6	149	98	42	44	13	31	24	8	2	5	.	1	.	423	5.3

	PERCENTAGE LEAVING YOUR ORGANIZATION														TOTAL	WEIGHTED
	NO RESPONSE	0%	1-2%	3-4%	5-6%	7-8%	9-10%	11-20%	21-30%	31-40%	41-50%	51-60%	81-90%			
	N	N	N	N	N	N	N	N	N	N	N	N	N		N	MEAN
DURING THE SECOND YEAR																
TECHNICAL GRADUATES	114	52	103	59	50	14	35	16	4	2	1	.	2		452	5.8
NON-TECHNICAL GRADUATES	113	69	105	58	60	21	46	21	11	1	2	1	.		508	6.3

	PERCENTAGE LEAVING YOUR ORGANIZATION															TOTAL	WEIGHTED
	0%	1-2%	3-4%	5-6%	7-8%	9-10%	11-20%	21-30%	31-40%	41-50%	51-60%	60-70%	71-80%	81-90%	NO RESPONSE		
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
DURING THE THIRD YEAR																	
TECHNICAL GRADUATES	45	96	57	39	21	40	19	13	2	4	2	.	.	1	111	450	7.3
NON-TECHNICAL GRADUATES	61	117	52	79	47	116	30	11	4	2	1	1	1	.	5	527	7.4

OBSERVATIONS: ACCORDING TO THE SURVEYED EMPLOYERS, TECHNICAL NEW COLLEGE GRADUATES LEAVE ORGANIZATIONS AT THE RATE OF 5.2% DURING THE FIRST YEAR, 5.8% DURING THE SECOND YEAR, AND 7.3% DURING THE THIRD YEAR. NON-TECHNICAL GRADUATES LEAVE AT THE RATES OF 5.3%, 6.3%, AND 7.4%, RESPECTIVELY.

HOW OFTEN ARE THE FOLLOWING FACTORS GIVEN AS PRIMARY REASONS FOR NEW COLLEGE GRADUATES LEAVING YOUR ORGANIZATION WITHIN THE FIRST TWO YEARS?

	FREQUENCY OF RESPONSE														
	NO RESPONSE		ALWAYS		ALMOST ALWAYS		SOME-TIMES		SELDOM		NEVER		TOTAL RESPONSE		TOT-AL
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
PRIMARY REASONS FOR LEAVING															
BETTER JOB OFFER	.	.	15	3	188	43	177	41	42	10	11	3	433	100	2.6
EMPLOYEE DOES NOT MEET STANDARDS	.	.	4	1	29	7	198	47	169	40	23	5	423	100	3.4
NOT ABLE TO ADAPT	.	.	2	0	38	9	167	39	194	45	28	7	429	100	3.5
NOT QUALIFIED FOR JOB	.	.	.	.	13	3	95	22	250	58	70	16	428	100	3.9
EDUCATION NOT SUITED FOR JOB	.	.	.	.	3	1	55	13	260	61	111	26	429	100	4.1
EMPLOYEE MISINFORMED ABOUT JOB	.	.	.	.	3	1	70	16	249	58	106	25	428	100	4.1
JOB TRANSFOR OF SPOUSE/PARTNER	.	.	2	0	33	8	229	53	127	30	38	9	429	100	3.4
MARRIAGE	.	.	.	.	20	5	191	45	174	41	41	10	426	100	3.6
PREGNANCY	.	.	.	.	13	3	153	37	191	46	61	15	418	100	3.7
TERMINATED/FIRED	.	.	4	1	8	2	159	37	234	55	20	5	425	100	3.6
DESIRED TRANSFER NOT LIKELY	.	.	4	1	9	2	140	33	222	52	54	13	429	100	3.7
EMPLOYEE NOT MOTIVATED	1	0	6	1	14	3	169	39	210	49	28	7	428	100	3.6

OBSERVATIONS: OFFERED AS REASONS FOR EMPLOYEES LEAVING ORGANIZATIONS ARE BETTER JOB OFFERS, EMPLOYEES NOT MEETING ORGANIZATION'S STANDARDS, AND JOB TRANSFERS OF SPOUSES/PARTNERS. OTHER REASONS ARE SELDOM OFFERED.

DID YOUR ORGANIZATION MAKE ANY GRANTS OR CONTIBUTIONS TO COLLEGES OR UNIVERSITIES LAST YEAR, 1982-83?

	FREQUENCY	CUM FREQ	PERCENT	CUM PERCENT
NO RESPONSE	197	.	.	.
YES	283	283	65.057	65.057
NO	152	435	34.943	100.000

IF SO, WHAT PERCENTAGE WAS GIVEN TO EACH OF THE FOLLOWIN G AREAS?

	PERCENTAGE GIVEN TO EACH AREA													
	NO RES-PON-SE	0%	1-2%	3-4%	5-6%	7-8%	9-10%	11-20%	21-30%	31-40%	41-50%	51-60%	TOT-AL	WEI-GHT-ED
	N	N	N	N	N	N	N	N	N	N	N	N	N	MEAN
AREAS OF COLLEGES AND UNIVERSITIES														
ACADEMIC DEPARTMENTS	.	45	14	13	8	11	20	11	13	18	14	75	242	28.7
GRADUATE SCHOOLS	.	111	34	24	9	6	12	.	1	.	2	6	205	4.3
ATHLETIC DEPARTMENTS	.	181	5	2	3	1	2	.	.	.	2	1	197	1.1
PLACEMENT AND CAREER DEPARTMENTS	1	130	53	6	4	.	8	.	.	.	1	3	206	2.3
INDIVIDUAL STUDENTS	1	106	46	13	8	4	9	1	.	6	4	10	208	6.6
OTHER DEPARTMENTS	1	136	32	10	5	2	1	3	.	1	1	11	203	4.8

OBSERVATIONS: GRANTS AND CONTRIBUTIONS TO COLLEGES AND UNIVERSITIES ARE MOST OFTEN GIVEN TO ACADEMIC DEPARTMENTS /28.7%/, INDIVIDUAL STUDENTS /6.6%/, AND GRADUATE SCHOOLS /4.3%/. PLACEMENT AND CAREER PLANNING DEPARTMENTS RECEIVE ONLY 2.3% OF GRANTS AND CONTRIBUTIONS. OF THE EMPLOYERS RESPONDING, 65.5% INDICATE THAT THEIR ORGANIZATIONS MAKE GRANTS AND CONTRIBUTIONS TO COLLEGES AND UNIVERSITIES.

BASED UPON YOUR EXPERIENCES, WHAT WILL BE THE AVAILABILITY OF EMPLOYMENT OPPORTUNITIES FOR NEW COLLEGE GRADUATES DURING 1983-84 IN EACH GEOGRAPHICAL REGION OF THE UNITED STATES?

	LEVELS OF JOB AVAILABILITY														
	EXTREMELY HIGH		HIGH		MEDIUM		LOW		NO		NO RESPONSE		TOTAL RESPONSE		TOT-AL
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN	MEAN
GEOGRAPHICAL REGIONS															
NORTHEAST (ME,MA,CT,DE,RI,ETC)	14	4	52	15	141	40	109	31	37	10	.	.	353	100	3.3
SOUTHEAST (FL,GA,VI,NC,SC,ETC)	21	6	90	26	153	44	57	16	25	7	.	.	346	100	2.9
NORTHCENTRAL (MI,MN,ND,SD,ETC)	12	3	44	12	140	37	157	41	26	7	.	.	379	100	3.4
SOUTHCENTRAL (TX,OK,ID,KS,ETC)	13	4	88	26	149	43	61	18	33	10	.	.	344	100	3.0
NORTHWEST (AK,WA,OR,MT,UT,ETC)	1	0	24	7	135	40	128	38	50	15	1	0	339	100	3.6
SOUTHWEST (CA,NV,HI,NM,AZ,ETC)	25	7	121	35	121	35	42	12	35	10	2	1	346	100	2.8

OBSERVATIONS: THE BEST JOB OPPORTUNITIES ARE STILL EXPE CTED TO BE IN THE SOUTHWEST /CALIFORNIA, ARIZONA, NEW MEXICO, NEVADA, ETC./ AND THE SOUTHEAST FLORIDA, GEORGIA, THE CAROLINAS, AND LOUISIANA/, FOLLOWED BY OPPORTUNITIES IN THE SOUTHCENTRAL STATES /TEXAS, OKLAHOMA, IDAHO, KANSAS, ETC/. JOB AVAILABILITY WILL BE MORE DIFFICULT IN THE NORTHEAST, NORTHCENTRAL AND NORTHWEST AREAS.

ACCORDING TO THE POLICIES OF YOUR ORGANIZATION, MAY AN OFFER OF EMPLOYMENT BE WITHDRAWN AFTER A NEW COLLEGE GRADUATE HAS ACCEPTED A JOB OFFER?

	FREQUENCY	CUM FREQ	PERCENT	CUM PERCENT
NO RESPONSE	205	.	.	.
ALWAYS	8	8	1.874	1.874
ALMOST ALWAYS	3	11	0.703	2.576
SOMETIMES	22	33	5.152	7.728
SELDOM	82	115	19.204	26.932
NEVER	116	231	27.166	54.098
NO POLICY	196	427	45.902	100.000

OBSERVATIONS: EMPLOYERS REPORTED THAT NEVER /27.2%/ OR SELDOM /19.2%/ MAY AN OFFER OF EMPLOYMENT BE WITHDRAWN AFTER A NEW COLLEGE GRADUATE HAS ACCEPTED A JOB OFFER. ONLY 7.7% OF THE RESPONDING EMPLOYERS REPORTED THAT THEIR ORGANIZATIONS MAY SOMETIMES, ALMOST ALWAYS, OR ALWAYS WITHDRAW AN OFFER AFTER IT HAS BEEN ACCEPTED.

In light of their overall goals and responsibilities, do you feel that colleges and universities around the country are providing adequate placement services for their graduating students?

Extremely Adequate	17
More than Adequate	45
Adequate	335
Less than Adequate	23
Not Adequate	17

COMMENTS:

According to employers, most placement services offered to graduating students around the country are adequate or more than adequate (397). Employers mention that colleges and universities are placing a heavy emphasis on placement, while, at the same time, placement offices are not given a high enough priority in funding at their institutions to meet the expanding needs of both students and employers.

MORE COUNSELING SERVICES:

To make graduating students more realistic about their career goals and expectations, more career counseling services are needed at colleges and universities. Especially helpful would be the distribution of supply and demand information to enable graduating students to be prepared with the academic backgrounds needed by prospective employers. More individual counsultations might also be helpful to make students more familiar with the "real world." This would be a major task since career planning services would then be responsible for assisting students at all levels with their education and in making appropriate career decisions. In addition, these more personalized approaches might ultimately demonstrate to more students how to most effectively utilize placement services. In any case, it is apparent that students do need access to more information about career paths and the alternatives available to them (13).

COMPANY VISITS:

Several organizations recommended that placement officers and faculty should take more time to talk to recruiters (5) and visit employers facilities (2). Attending professional personnel conferences and having companies visit campuses more often might be other methods for achieving closer working relationships between the business and education communities. In addition, helping recruiters arrange faculty contacts would enable placement officers to become more familiar with the work environment; and, at the same time, employers to become more familiar with tne procedures of the placement offices.

JOB CAMPAIGN PREPARATION:

Coaching students in interviewing techniques is another major recommendation from prospective employers (24). Students need to identify their interests, skills, and aptitudes, and then the next logical step, matching these individuals with prospective employers, occurs quite easily. If students establish realistic expectations, their career decision making could be much easier.

Students also need to know how to conduct an effective job search. For many graduating students, on-campus interviewing might not be their major avenue to obtaining employment. In these situations, programs on job campaign strategies as well as on interviewing techniques might be helpful.

What do you consider to be the single most persistent problem you have encountered when hiring new college graduates?

For many employers today, attracting the most highly qualified individuals to fill their organization's openings presents a major problem (10). Competition for the most outstanding new graduates becomes fierce (9) as many employers vie for the same talented individuals. This is especially true for today's electrical engineering and computer science majors.

RELOCATION AND TRAVEL:

Relocation is another major issue facing recruiters. Employers face a stiff challenge in trying to convince potential employees to relocate to high cost areas (35). Moreover, they find it difficult to ascertain the sincerity of graduating students concerning this issue during interviews. Employers find that graduating students are reluctant to travel great distances or be away from home too long. Therefore, there is a tendency for new college graduates to move back home after one or two years on the job.

SELECTION CRITERIA:

When selecting new college hires for employment in their organizations, employers are having difficulty finding individuals with strong communication and grammatical skills (17), meaningful prior work experiences (12), poise and confidence, maturity (5), appropriate motivation and drive (4), patience (2), proper attitude (1), an ability to command others (2), and a pleasant aggressiveness (not lazy). According to the employers surveyed, many graduating students lack the ability to accept responsibility as well as leadership necessary to direct others. Leadership ability is reported to be especially lacking. Questioning graduating students on this point, as with the issue of relocation intent, employers seem to find it difficult to determine the leadership abilities of graduating students during this interview process.

PROPERLY INFORMED GRADUATING STUDENTS:

Many graduating students lack knowledge of the job market (3). If these individuals were more aware of the "real world," its organizational structures, and the demand for their majors (17), employers feel that more appropriate responses could be given to questions posed by interviewers along these lines. Therefore, employers find that matching a graduating student's education with his/her abilities to perform on the job presents another challenge.

SUPPLY AND DEMAND INFORMATION:

Employers are finding it difficult to locate certain individuals among all those graduating with college degrees today. Especially in demand are engineering and technical graduates. In education, math, science, industrial arts, and special education graduates are highly sought. In addition, elementary and secondary teachers with a good background in reading instruction and computer literacy are hard to find.

GRADUATING STUDENT ACTIVITIES:

Several employers reported that graduating students are not willing to start at the bottom (12). Other employers report that students are unrealistic about moving up in an organization (15). Also, a prevalent attitude among students seems to be an unwillingness to do anything for an organization unless there is something in it for them (3). If graduating students established more realistic goals for themselves which matched the goals of the corporations (3), they would receive more favorable responses from prospective employers. Employers are also concerned with students' unrealistic long-and-short term goals (15).

Some college graduates are not able to recognize an opportunity when it presents itself according to the employers who interview students. They find that some graduating students give no thought to their personal goals; their only objective is a high starting salary (4).

HIGH STARTING SALARIES:

Salaries of graduating students are rising faster than salaries of current employees, thereby causing a salary compression problem, so report several employers. Another complaint from employers is the high salary demands of graduating students seeking technical positions (4). Among governmental agencies, starting salaries are not competitive with those offered by other organizations, so government employers are not able to attract the quality graduates needed in their agencies (2). Recruitment of qualified minorities and women also received some attention according to perspective employers responsing to the survey; but in all cases, it seems, graduating students find it very difficult NOT to take the largest salary offered by a prospective employer.

ACCURATELY PROJECTING EMPLOYMENT NEEDS:

Recruiters find it very difficult to get managers to accurately project their employment needs so that they can have this information during campus recruiting. Some managers do not know their needs until late in the recruiting season, and sometimes it is difficult to find qualified individuals at that time of the year. Other employers do not receive requisitions for new college graduates until late in the spring or summer, by which time the more talented individuals have received several job offers and often have already accepted employment elsewhere.

THE ORGANIZATION'S IDENTITY:

Several employers report that the identities of their organizations are hard to maintain or even establish on some college campuses (12). Some employers are known in other sections of the country by not known in Michigan, for instance. Establishing the company's image at a new location, therefore, can present a demanding challenge to recruiters.

PLAN AND START JOB CAMPAIGN EARLY:

Some graduating students are not sure what they want to do (7) until late in the recruitment season; and, by that time many excellent employers have already come and gone from their campuses. Other students wait too long to start their job campaigns and then have few employers still interviewing for positions that meet their job objectives. Still other students lack sufficient preparation for interviewing. If these individuals planned their academic programs and final months on campus more carefully, they might find the employers that really interest them. Still other students need to focus more attention on their career plans. If these individuals are unsure about the range of jobs that interest them, then of course, they will be unable to select those prospective employers who meet their needs.

PLACEMENT OFFICE PROCEDURES:

Because placement offices advertise the forth-coming visits of prospective employers several weeks before employers actually come to campus, interview data sheets are sometimes inaccurate. Employers find it difficult to accurately project their needs for new employees more than a few weeks ahead of time. If interview data sheets are completed and returned even a month or two before interviewing occurs, significant last minute changes are required to accurately project the employer's needs for graduating students.

LIMITED BUDGETS FOR COLLEGE RELATIONS:

Employers are faced with limited budgets, too; and establishing and maintaining a corporate presence on campus is expensive and time consuming. With limited budgets, the college relations function can be stretched to the breaking point. Employers are still attempting to interview on campus, provide speakers as needed, and to pre-recruit as well. However, employers are reducing the number of campuses they visit, while they concentrate on promoting their corporate images on those campuses too.

TOO MANY APPLICANTS:

Getting placement offices to refer appropriate applicants for job possibilities available in organizations is a very difficult assignment. The challenge comes in communicating to the various placement offices the employer's needs for new personnel. Employers report that many placement offices seem to have unrealistic expectations of an organization's work environment. Given accurate perceptions among placement officers, qualified graduating students might be referred to more appropriate prospective employers.

OBSERVATIONS:

Employers responding to this year's recruiting trends survey have provided some excellent insights into persistent problems they face when hiring new college graduates. Finding some solutions to these problems could help improve relations between college placement offices and corporate recruiters.

What can colleges/universities do to improve their services to employers seeking new college graduates?

PRE-SCREENING SERVICES:

Several employers suggested that more emphasis be placed on pre-screening services for graduating students. In their opinions, higher placement rates might be achieved if employers merely knew the availability of graduating students in certain academic majors and skill areas.

With pre-screening, resumes are very helpful. Moreover, if telephone interviews were permitted after employers pre-screened credentials or resumes, this might increase the recruiting efficiency of prospective employers. Another source of information might be evaluations from professors and previous employers. Standardization of credential forms and resumes as recommended by CPC would also increase the efficiency of recruiters.

A major recommendation from prospective employers was the suggestion that better pre-screening methods be provided (73). This recommendation was received more often than all others added together.

VIDEO RECRUITING:

A few recruiters suggest video recruiting as an alternative to campus interviewing. According to these recruiters, this method could provide greater exposure for graduating students and also provide more current job postings from employers.

BETTER PHYSICAL FACILITIES:

Evidently several placement offices where campus interviews are conducted have marginal physical facilities. Several surveyed employers encouraged placement offices to improve their facilities so more effective interviewing could take place. At the same time, some placement departments are understaffed and underutilized. More staff might permit these placement offices to better serve the needs of their students.

MORE SERVICE FOR NON-TECHNICAL MAJORS:

According to the employers responding to this survey, technical majors are better served by Placement Offices than non-technical graduates since the job market is in their favor and, therefore, easier to assist. According to these employers, many students with good abilities are left out because their majors are not easy to place. Especially noted are the liberal arts and social science majors.

MINORITY STUDENT PLACEMENT:

Surveyed employers report that minority students tend to avoid official campus placement offices. However, this seems to depend on the personalities of minority counselors in the placement office and the efficiency of assistance offered at each institution. By providing dependable placement services, more minority students might be encouraged to utilize these official channels.

CAREER INFORMATION CENTERS:

In addition, more career information could be distributed to more students if placement offices improved their career information centers. Never before have college graduates had so much assistance and information available to them; but, they must seek appropriate information early in their college careers to make accurate career decisions. In addition, obtaining and maintaining accurate and current employer and career information presents a real challenge to placement offices.

STUDENT ATTITUDES:

Sometimes students have unrealistic expectations regarding placement offices. Both students and placement offices are often responsible for these misleading expectations. For instance, graduating students sometimes expect placement offices to hand them a job on a silver platter; or, on the other hand, placement offices sometimes convey the impression that they can obtain jobs for all graduating students. In either case, more realistic and accurate communication is needed.

SUPPLY AND DEMAND:

Many students have unrealistic career goals and expectations. To sensitive these students to employer needs, distribution of supply and demand information might be helpful. At the same time, follow-up data on the placement of last year's graduates might enable some graduating students to make a more accurate assessment of their alternatives.

WORK EXPERIENCE PROGRAMS:

A greater emphasis on cooperative education and internship programs would be one means of helping graduating students become more familiar with the job market; but, tight economic times have caused prospective employers to reduce or eliminate many such job opportunities. However, employers suggest other career related work experiences such as summer employment and part-time jobs as a means of introducing college students to the work world. Employers also encouraged having work experiences between Bachelor's degrees and MBA's to assure that these graduates will be familiar with the work world and better able to adapt quickly.

PUBLIC RELATIONS:

The surveyed employers recommend that placement services increase their public relations efforts with prospective employing organizations. They suggest that placement offices could be more aggressive when seeking job listings from local companies, especially small, non-traditional organizations. It is always much easier to simply match graduating students with openings presently listed by employers in placement offices than it is to actively seek out and expand those listings. The survey of employers are recommending that placement offices be creative and innovative in encouraging more employers to recruit on campus and list job vacancies with them.

EMPLOYERS RESPONDING TO SURVEY

-A-

A E Staley Co
Absopure/Plastipak Packaging
ACF Industries
ADC-Magnet Controls
Aerospace Corporation
Agway Training Center
AIL Corporation Division Eaton
Air Force Rec
Alabama Power
Albert Kahn Associates
Alexander & Alexander
Algonac Community Schools
Allis Chalmers Corporation
Almont Community Schools
Amchem Products Incorporated
American Electric Labs
American Family Insurance
American Fletcher National Bank
American Hoechst Corporation
American Hospital Supply
American Magotteaux
American National Insurance
American Symphony Orchestra League
American United Life
Amsted Industries Incorporated
Amway Corporation
Anheuser-Busch Companies
Ann Arbor Public Schools
Arco Petroleum
Arizona Electric Power Company
Arkansas Power & Light
Armco Incorporated
Armstrong World Industries
Arthur Andersen & Company
Arthur Young & Company
Assoc Retarded Children
Assoc American Railroad
Automobile Club of Michigan

-B-

Badger America Incorporated
Baltimore County Public Schools
Baltimore Gas & Electric
Bamberger's
Bangor Public Schools
Bank of the West
Bankers Life Company
Barber Colman Company
BASF Wyandotte Corporation
Battelle Pacific Northwest Laboratories
Battle Creek Schools
Becton Dickinson
Beecher Peck & Lewis
Belks Stores Service
Beloit Public Schools
Bendix Corporation
Berrien Springs Public Schools
BF Goodrich Company
Big Rapids Public Schools
Bill Knapps Michigan Incorporated
Birmingham School District
Bishop Buffets Incorporated
Black & Veatch
Bloom Engineering Company
Bloomfield Mills Schools
Blue Cross/Blue Shield
Blue Cross of Florida
Bonne Bell
Booker Associates Incorporated
Borel Restaurant Corporation
Boston Store
Bowater Carolina Company
Brady Insurance Company
Brickman Industries
Bridgeport-Spaulding
Bristol Leisenring
Brockway Incorporated
Brooklyn Union Gas Company
Brooks & Perkins
Brookside Farms Lab
Brown & Root Incorporated
Brown Derby Incorporated
Bucyrus-Erie
Buick Motor Division
Burdines
Burgess & Niple LTD
Burlington Northern Railroad
Burr Brown Resourse Corporation
Burroughs Corporation
Business Credit Barclans America

-C-

C E Lummus
C R & I Steel Corporation
C F Industries Incorporated
C Hoh & Company
C L Frost & Sons
CAI
CahillStone
Cain-Sloan Company
Campbell Ewald Company
Campbell Soup Company
Carnation
Carolina Power & Light
Carolina Telephone
Carstab Corporation
Caterpillar Tractor Company
CECO Corporation
Cenex
CEI Industries
Central Companies
Central Illinois Public Service Company
Central Maine Power
Champion International
Chemplex Company
Chemscape
Chevron USA Incorporated
Chicago Bridge & Iron
Chicago Public Schools

Chicago Milwaukee St. Paul & Pacific Railroad
Chrysler Corporation
Ciba-Geigy
Cigna Corporation
Cincinnati Milacron
Cintas Corporation
Cities Services Oil & Gas Corporation
City of Tulsa
Clark Division Dresser Industries
Clintons Restaurants
Coldwater Community Schools
Colorado Interstate Gas Company
Columbia Gas Distribution
Columbia Gas System
Commerce Bancshares
Commercial Shearing
Commonwealth Edison
Commonwealth of Virginia
Community Schools Service Center
Computer Applications Incorporated
Computer Sciences Company
Cone Mills Corporation
Consolidated Gas Supply Corporation
Consolidated Natural Gas
Consumers Power Company
Container Sales Corporation
Coopers & Lybrand
Cooper Energy Service
Copolymer Rubber & Company
CPC International
Crowe Chizek & Company
Cubic Corporation

-D-

Dallas Power & Light
Danners
Dart & Kraft Incorporated
Davisons
Davy Tree Expert Company
Dearborn Board of Education
Defense Contract Audit
Dermatological Products
Dekalb-Pfizer Genetics
Deloitte Haskins and Sons
Denver
Detroit City Personnel Department
Detroit Edison
Detroit Police Department
Detroit Public Schools
Doeren Mayhew & Company
Donaldson Company Incorporated
Douglas M Cross & Company
Dow Chemical USA
Dow Corning Corporation
Drury Inns Incorporated
Duquense Light Company

-E-

E G & G Wash Analysis Service
E R Squibb & Sons
E Grand Rapids P S
E-Systems ECI Division
Eackerd Foundation
Eastman Kodak Company
Eaton
Edison Brothers Shoe
Educational Testing Service
Electric Systems Division
Electro-Motive Division
Emerson Electric Company
Ensearch Exploration Incorporated
Environmental Care Incorporated
Environmental Research Institute of Michigan
Ernst & Whinney
Excel Corporation
Exxon Research & Engineer

-F-

Famous Bar
Farm Bureau Insurance
Farm Bureau Services
Farm Credit Administration
Farm Credit Banks
Federal Reserve Bank of Cleveland
Federal Resource Systems Board of Government
First America Bank Corporation
First Bank of Minneapolis
First National Bank Atlanta
First National St Paul
First Tennessee National Corporation
First Wisconsin National Bank
Fishers Big Wheel
Flint Community Schools
Florida Power & Light Company
Fluor Engineers Incorporated
Flushing Community Schools
Foote Cone & Belding
Ford Motor Company
Ford Motor Credit Company
Ford Aerospace Corporation
Foremost Insurance Company
Formation Incorporated
Fowlerville Community Schools
Fox & Company
Foxboro Company
Fremont Public Schools
Frito-Lay
Fundimensions
Furr's Cafeterias Incorporated

-G-

Gantos
Gas Research Institute
General Dynamics
General Electric Company
General Electric Credit
General Motors Corporation
General Motors-Delco Electronics
General Public Utility Service Company
General Reinsurance Corporation
General Telephone Company IL
General Telephone Company OH
General Telephone Company SW
General Telephone Company WI
Geo A. Hormel & Company
Geupel De Mars Incorporated
Gilbert Robinson Incorporated
Gimbels Midwest

Goldner-Walsh
Goodyear Aerospace Corp
Goodyear Tire & Rubber
Goulds Pumps Incorporated
Graco Incorporated
Grand Ledge Public Schools
Great Plains Bag Corporation
Grumman Flxible Corporation
GTE Corporation
Guardian Industries
Gulf States Utilities
Gwaltney of Smithfield

-H-

H.K. Ferguson Company
Hahne's
Halliburton Services
Harpenau Hotels
Harris Corporation ITG
Hartland Cons Schools
Hawaii Department of Education
Hayes Albion Corporation
Heath Consultants
Henkels & McCoy
Henry Ford Hospital
Herman Maclean & Company
Hewlett-Packard Company
Hills Brothers Coffee
Hilshire Farm Company
Holley Carburetor Division
Houston Independent School District

-I-

IBM Corporation
Illinois Department Transportation
Illinois Farm Bureau
Illinois State of
IMED Corp
Indiana Bell Telephone Company
Indiana-Farm Bureau
Indiana-Michigan Electric Company
Indiana National Bank
Induction Process EQ
International Minerals & Chemicals
International Voluntary Service
Internorth Incorporation
Interstate United
IRS
ITEK Optical System
ITT Avionics

-J-

J L Hudson Company
J Hancock Mutual Life
J Walter Thompson Company
Jackson Public Schools
Jenison Public Schools
Jervis B Webb Company
Jet Propulsion Laboratory
John Hancock Companies
Johnson & Johnson
Jones Laughlin Steel
Joske's
Joy MFG Company

-K-

Kaman Sciences Corporation
Kansas Division of Personnel
Kaufman & Broad Incorporated
Keebler Company
Keithley Instruments
Kellogg's
Kentucky Power Company
Key State Bank
King Grain USA Incorporated
KMart Corporation
Kihl's Department Stores
Kohler Company
Koppers Company Incorporated
Kraft Incorporated Research & Development
Kustom Fit of Ohio

-L-

Lafayette Schoo! Corporation
Lakewood Public Schools
Laventhol & Horwath
Lear Siegler Incorporated
Levy Organization
Libbey-Owens-Ford Company
Lincoln Public Schools
Litton Industrial Products
LNR Community Corporation
Lockheed Missiles
Loctite Corporation
Lone Star Steel Corporation
Long Island Lighting
Lord Corporation
Lutron Electronics

-M-

M D Anderson Hospital
M W Kellogg Company
Mack Trucks Engineer Division
Management Information
Marathon Electric
Marriott Corporation
Marsh & Mclennan Incorporated
Mason & Hanger
Mason City Community School District
Massachusetts Institute of Technology
Massachusetts Mutual Life Insurance
Massey Ferguson Incorporated
May Company
Maytag Company
McCafferty & Hogan
Manufacturers Hanover Trust Company
Manufacturers National Bank
Manville Corporation

McClelland Engineers Incorporated
McNeil Pharmaceutical
McWuary Incorporated
Mead Corporation
Mechanical Technology Incorporated
Meijers Thrifty Acres
Memorex
Mental Health Center
Merck & Company Incorporated
Mercy Memorial Hospital
Metro Edison Company
Metro School District SW
Michigan Consolidated Gas Company
Michigan Department of Civil Service
Michigan Department of Public Health
Michigan Department of Transportation
Michigan National Bank
Michigan Office of Audit
Mill Race Inn
Millhouse & Holaly
Milwaukee Public Schools
Missouri Highway & Transportation
Mobil Oil Corporation
Monroe Public Schools
Montana Department Highways
Moore Products Company
Morrison Incorporated
Morrison-Knudsen Company
Morton Salt Company
Moss Adams
Mostek Corporation
Mothers Cake & Cooki
Motor Wheel Corporation
Motorola Government Electric
Motorola Incorporated
Mountain Bell Telephone
Mt Fuel Supply Company
Mt Pleasant Country Club

-N-

N W Ayer Incorporated
Nabisco
National Bank of Detroit
National Blvd Bank of Chicago
National City Bank
National Credit Union Administration
National Gypsum Company
Navy
NCR Corporation
Neiman-Marcus
Nestle Company Incorporated
Neville Chemical Company
New England Electric System
Niagra Mohawk Power Company
Nichols Research Corporation
Norden Systems
Norfold and Western Railway Company
Northrop Corporation
Northern Illinois Gas Company
Northern Indiana Public Service Company
Northern States Power
Northrop Corporation Defense System
Northwest Energy
Northwest Public Schools
Northwestern Bell
Nutech Engineers
NYS Department of Transporation

-O-

O M Scott & Sons Company
O'Brian & Gere
Official Airline Guide
Ohio Edison Company
Olofsson Corporation
Omaha Pub Power District
Ore-Ida Foods Incorporated
Oscar Mayer & Company
Osoc Drug Incorporated
Otsego Public Schools
Owens Corning Fiberglas
Owen Illinois Incorporated
Owosso Public Schools

-P-

PA St Civil Service Commission
Pacific Gas & Electric
Pacific NW Bell
Pacific Western Bank
PAR Technology Corporation
Parker Pen Company
Parker Hannifin Corporation
Paul Revere Life Insurance
Peabody Coal Company
Peat Marwick Mitchel
Penelec Company
Pennsylvania Department of Transportation
Petoskey Public Schools
Pfizer Incorporated
Philip Morris USA
Phillips Petroleum
Pittsburgh Board Public Education
Pittsburgh National Bank
Planning Research Corporation
Plante and Moran
Polaroid Corporation
Pontiac School District
PPG Industries Incorporated
Prairie Island Nuclear Plant
Pratt & Whitney Aircraft
PRC/Government Information System
Price Waterhouse
Procter & Gamble
Public Service Colorado
Public Service Electric Gas
Purdue University

-R-

R J Reynolds Industries
Racal-Milgo
Radian Corporation
Radisson Hotel
RCA NY
Rehmann Robson Osburn & Company
Reliance Electric Company
Ren Plastics
Republic Bank Corporation
Republic Steel Corporation
Res Triangle Institute
Reynolds Metal Company
Richardson-Vicks Incorporated
Riley Stoker Corporation
Rochester Community Schools
Rocket Research Company
Rockwell International
Rockwell International Auto

Rodeway Inns International
Rusnack Incorporated
Rust Engineering
Ryan Homes Incorporated

-S-

SAGA Corporation
Saginaw Public Schools
Saint John Hospital
Samsonite Corporation
Sandy Corporation
Santa Fe School District
Saudi American Bank
Sav-A-Stop Incorporated
Schaberg Lumber
SchippersKintner
Schlumberger
Schmelzer Corporation
Scovill Incorporated
Seaboard Seed Company
Seaboard System Railroad
Searle Laboratories
Sentry Insurance Corporation
Shell Companies
Sherwin Williams Company
Shorewood School District
Siemens Allis Incorporated
Sikorsky Aircraft
Simons Eastern Company
Simplex
Simpson Industries Incorporated
Singer-Kearfott Division
Sky Chefs
Softech Incorporated
South Redford Schools
South Texas High Schools
Southern Bell
Southeastern Michigan Gas
Southwest Research
SPS Technologies
Sperry New Holland
Sperry Vickers
Sportservice
Springfield City Schools
Springfield Public Schools
SRI International
St. Louis County Water
St Paul Fire & Marin
Standard Oil Company Ohio
Stanley Consultants Incorporated
State Far Insurance Company
Stauffer Chemical
Steelcase Incorporated
Stepan Chemical Company
Sterling Winthrop
Stokley Van Camp Incorporated
Stouffer Hotels
Straka Jarackas & Company
Stroh Brewery Company
Sunbeam Plastics
Sundstrand Advanced Technology
Sybra Incorporated
Synchronous Media
System Planning Corporation

-T-

Teledyne Brown Engineers
Texaco Incorporated
Texan Oil & Gas Corporation
Timken Company
Toledo Edison Company
Tosco Corporation
Touche Ross & Company
Toys R Us
Troy School District
Tuco
Turner Construction
Tuscon Electric Power Company

-U-

Union Carbide Corporation
Union 76 Division East
United Energy Resource
United Techno Elliott
United Telephone Ohio
Univac
University of Michigan
Upper Crust Pizza
US Coast Guard
US Department of Commerce
US Department of Energy
US Drug Enforcement Administration
US Federal Highway Administration
US General Accounting Office
US Gypsum Research
US Internal Revenue Service
US Marine Corps
US Naval Weapons Station
US Small Business Administration
US Social Security Administration
US Trust Company New York

-V-

Vallen Corporation
Valley National Bank Arizona
Valspar Corporation
Vermeer Manufacturing Company
Veterans Administration
Virginia Department Transportation

-W-

W Aurora School District
W H Brady Company
Wachovia Bank & Trust Company
Wade-Trim Group
Walt Disney World
Walter E Heller Company
Warren Consolidated Schools
Waterford Schools
Wausau Insurance Company
Western Geophysical
Westfield Cos
Westin Hotels
Wheel Horse Products
Wickes Lumber Company
Wilson Sporting Goods

Wilcox Electric Incorporated
Williams International
Williamson Company
Win Schulers
Winkleman Stores Incorporated
Wisconsin Gas Company
Wisconsin Public Service
Wisconsin Telephone Company
Witco Chemical Corporation
Wolverine
Woodmen Accident & Life
Wyandotte Public Schools
Wyman-Gordon Company

-Y-

Yeo & Yeo
York Air Condition

-Z-

Zelenka Evergreen Nursery